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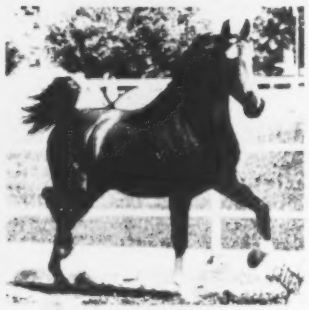

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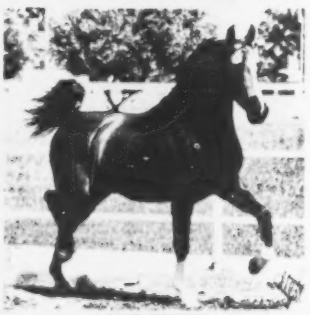


SPEED

ACHIEVEMENT

CONCERN

MISSISSIPPI STATE DEPARTMENT OF PUBLIC WELFARE

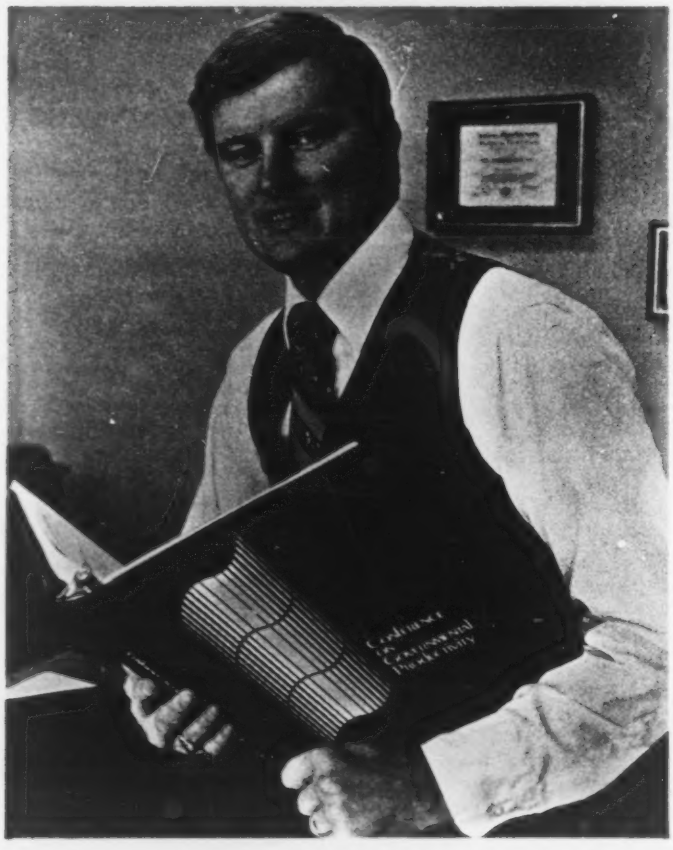
ANNUAL REPORT

FISCAL YEAR 1987

DR. THOMAS H. BRITTAIN JR.
COMMISSIONER

STATE DEPARTMENT OF PUBLIC WELFARE
MISSISSIPPI

Our 1987 Annual Report, "Striding for Excellence," features photographs provided by Tom Chauncey Stables, Scottsdale, Arizona. They include Euros, the stallion; Kahluha, the mare; and Euros, their foal. Pictures on pages 31 and 37 are through the courtesy of the Mississippi Department of Economic Development.



MESSAGE FROM THE COMMISSIONER

There are only a few things in this world that get better with time, and the Department of Public Welfare staff is one of them. Just look at what our staff has done since our last Annual Report.

In a word, the performance was world class . . . but we're not done yet. We are producing innovations in welfare reform (workfare and education for the disadvantaged), technology (electronic eligibility establishment and electronic benefits transfer), people management (House Bill 1369 implementation and productivity improvements), and client service (community and business volunteers team with our staff to handle office work, obtain employment for adults and prevent additional abuse/neglect to over 5,000 children).

The future is filled with fascinating possibilities. The vision of having people get off welfare as fast as they get on has been transformed into a mission. This mission includes preparing the children of welfare and non-welfare clients for a career that doesn't include welfare benefits or child abuse/neglect. One day, we want to be able to say that people on welfare really deserve to be and that we provide them with the best client service on earth.

Thomas H. Brittain, Jr.

MISSISSIPPI STATE WELFARE BOARD

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Chairman
Fourth Congressional District

Jessie L. Weeks
Vice Chairman
Second Congressional District

Dr. Carole B. Haney

First Congressional District

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Third Congressional District

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Fifth Congressional District

Carole J. Burger
(Member-at-Large)

Kathryn Shepherd
(Member-at-Large)

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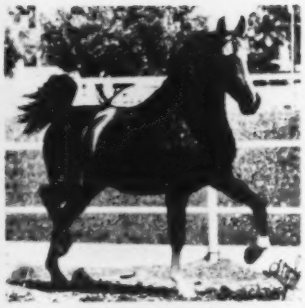


STRENGTH

SERVICE

SPEED

ACHIEVEMENT

CONCERN

INTRODUCTION: STRIDING FOR EXCELLENCE

STRENGTH - Our strength is in our employees who provide assistance to more than 500,000 needy people per year. This assistance ranges from food to medical care to lifesaving protection from abuse and neglect.

SERVICE - We manage the highest caseload in the nation with the lowest administrative cost in the nation . . . and do both with compassion and professional courtesy.

SPEED - Our productivity has dramatically improved due to prudent use of technology. We are making great strides toward providing all counties with terminals and printers for on-line interaction with our mainframe. This system, complimented by personal computers, makes ours the largest public or private computer system in the state of Mississippi.

ACHIEVEMENT - The Mississippi State Department of Public Welfare is making great strides. This past year, we performed at a level unparalleled in United States welfare history. We had higher success measurements while serving far more people with far less employees than in previous years.

CONCERN - Care and concern for the client's personal pride and dignity has mandated new approaches in enabling adult clients to "escape the welfare trap" in Training, Education, and Workfare. Children, by the thousands, have been literally rescued from fatal situations.

MISSION

The mission of the Mississippi Department of Public Welfare is to provide economic and social services to individuals and families in Mississippi with demonstrated needs. Services are consistent with individual dignity, program effectiveness, and service efficiency.

GOALS

To fulfill our mission, the Department of Public Welfare continually strives to attain these goals:

- Financial Assistance - To help eligible, needy individuals and families cope with their financial needs. The essentials of food, clothing, housing, and other necessities are provided on a temporary basis to achieve a decent standard of living.

- Financial Independence - To help individuals on welfare to obtain education, training, and jobs; and, if necessary, apply mandatory pressure to become self-supporting.

- Self-Sufficiency - To help persons receiving agency assistance to overcome barriers that inhibit them from achieving a better degree of personal, social and economic determination, and a level of independence consistent with their capabilities.

- Prevention - To prevent problems leading to the exploitation and endangerment of children and adults and to prevent or remedy those conditions leading to placement services.

- Placement - To assist Mississippians in obtaining appropriate living conditions, either institutional or non-institutional, when circumstances indicate the necessity of such care, supervision or treatment.

- Protection - To help people, particularly children, the aged, and the handicapped, who are unable to protect themselves from abuse, neglect and exploitation.

- Family Integrity - To strengthen the integrity and unity of the family through education, counsel and support services such as the Volunteer (VIP) program and the Child Support program.

- Public Relations - To maintain open, candid communications with the general public, the media, and the legislative, judicial and executive branches of government. The Department of Public Welfare maintains a working relationship with many community groups and encourages the participation of volunteers in all its work programs.

- Welfare Reform - To continually search out and implement service delivery methods that save taxpayer dollars and improve client well-being. This includes modernization and computerization of all systems to support service delivery.

- Compassionate Care and Concern - To render compassionate care and personal concern for needy, eligible citizens through maximum use of available resources in the most cost effective manner.

AGENCY PHILOSOPHY

The following management principles describe the values and attitudes that govern delivery of services to our clients and reflect our relations with the public, the legislature and our employees.

OUR CLIENTS: We exist solely to respond to the needs of our clients within the parameters of public policy and prudent professional practice. We treat our clients with respect, dignity and courtesy. We stay informed about the programs, services, and resources available to our clients so that we may respond to their needs promptly, fairly, thoroughly, and accurately.

THE PUBLIC: We seek public input and partnership by continually informing the public about our operations, plans, problems, challenges and opportunities. This open communication policy also prevails with the media, governmental officials, the legislature, and all other interested parties. As a result, we regularly cooperate with federal, state and local officials to effectively respond to citizens' needs and concerns.

OUR EMPLOYEES: We seek to create and maintain a work environment that provides all employees with opportunities for personal and career growth. Staff are encouraged and, if necessary, compelled to achieve excellence in performance and professionalism. As a result, we continually upgrade personnel through careful selection, training, and evaluation processes for staff - regardless of race, sex or physical handicap.

We believe that formal and informal recognition for a job well done is absolutely essential to positive motivation and job satisfaction. Likewise, however, negative reinforcers are readily used when warranted . . . particularly where client service is at issue.

We believe that staff should be compensated competitively, fairly and equitably. This includes adequate fringe benefits to provide reasonable security against major catastrophes.

GENERAL MANAGEMENT: We believe it is essential to create an environment in which we expect and get results. Planning for the immediate and long-term future is a part of this environment; that is, anticipating and preventing problems before they occur and capitalizing on opportunities as they appear. Out of our plans,we clearly define organizational responsibilities, assign responsibilities to staff, delegate decision-making to the level where the best decision can be made, and expect staff to be accountable for their responsibilities.

Open communication and cooperative coordination throughout all organizational units of the agency are a major requirement. We pull together to avoid being pulled apart. Togetherness helps us utilize public resources in a cost-effective manner, such as avoiding duplication of efforts, avoiding using people to do jobs that machines can do, and avoiding non-productivity programs and work methods.

We recognize that every manager cannot, and should not, manage his/her staff in the same manner. We encourage individual styles of management, as long as they are based on sound, basic management principles.

AGENCY-WIDE ACHIEVEMENTS IN FISCAL YEAR 1987

- Managed the highest caseload per worker in the nation, with the lowest administrative cost.
- Maintained all programs at previous achievement levels, while managing the largest layoff in U.S. welfare history and MS all agency history.
- Maintained the third lowest AFDC payment error rate in the Southeast Region, according to preliminary reports for Federal Fiscal Year 1987.
- Managed a $4.1 million cash flow shortage.
- Successfully appealed IV-D "Double Reporting Error" in the amount of $531,000.
- Reorganized the agency from top to bottom.
- Gained managerial control of the child abuse and neglect problem.
- Continued to bring the MAVERICS computer system "on line."
  - Conducted pilot test of MAVERICS and implemented the system in eleven counties.
  - Simulated statewide caseload and determined computer resource requirements for MAVERICS.
- Installed personal computers in several headquarters departments.
- Increased child support collections approximately 45 percent over Fiscal Year 1986 collections.
- Tightened investigation and prosecution of fraud cases, and initiated methods to recoup lost funds.
- Contacted economic development leaders to explore cooperative efforts on workfare programs and to maintain community vitality.
- Implemented Workfare program in Coahoma County, resulting in paid employment for 19 welfare clients.
- Implemented a statewide Volunteer program, resulting in an average of 10,000 hours per month being donated by an average of 600 volunteers.
- Received a $50,000 federal grant to initiate the "One Church-One Child" Adoption recruitment project.
- Established joint venture with almost all major banks in Mississippi to provide the agency with technical assistance in accounting and electronic data processing.
- Generated 136 different productivity improvement efforts.
- Initiated revision of antiquated accounting systems.
- Conducted community meetings in all eighty-two counties.

ORGANIZATIONAL DIRECTIONS AND IMPLICATIONS

LEGISLATIVE/REGULATORY DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Utilization of new hire flexibility for Variable Compensation Plan (VCP).	o Potential for more highly skilled applicants.
o Increase in Foster Home board payments effective October 1987 (first time since 1983).	o Foster parents better able to meet the needs of foster children.
o Registration of Residential Child Care Facilities.	o Protection from abuse/neglect of all children in the state. o Better physical care of all children in group placements.
o Removal of requirement for home visits on all AFDC applications by State Legislature during 1987 session - now permissible but not required.	o Decrease in eligibility workers' workload. o More timely completion of applications by workers.
o Implementation of federal mandate to expand Medicaid program October 1, 1987.	o Increase in workload of welfare staff (mostly at county level) in determining eligibility. o Provision of maternity benefits to clients otherwise previously ineligible for Medicaid benefits.
o Revision of Child Support distribution policy as federally mandated. o Implementation of policy related to new paternity testing laws. o Issuance of guidelines for establishing child support obligations.	o Initial increase in workload of county staff. o Increased establishment of paternity and of child support obligations. o Child support obligations that are more equitable, and realistically meet the basic needs of children.
o Increased benefits for homeless individuals and families as federally mandated by Homeless Act of 1987.	o Increase in Food Stamp caseload. o Expanded availability for expedited services.
o Collection of sales tax on Food Stamps prohibited by state and federal law, effective October 1, 1987.	o Loss of State revenue funds, and increased load on local government. o Increased buying power for client.

LEGISLATIVE/REGULATORY DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Food Stamp savings on individuals who have secured employment or an increase in earnings from employment.	o Initial increase in workload in counties with no Job Search staff.
o Food Stamp/Employment and Training Program, federally mandated by law April 1, 1987.	o Combination of the following program components during FY 1988: • Job Find (Combination of Job Search and Job Club) • Workfare • Job Training Partnership Act (JTPA) • Vocational Training-Education
o Food Stamp/Employment and Training Program, currently operational in 15 counties (17 sites). o Workfare program operating since April 1, 1987, as pilot project in Coahoma County.	o Expansion of program into other counties in FY 1988 as time and resources become available and as requests by these counties are made. o Provision of education/training/jobs to clients. o Expansion into fourteen additional counties. o Helps local government provide services at low cost. o Involves local community, including business.
o Corrective action and good faith efforts of agency to lower AFDC and Food Stamp error rates.	o Possible error rate sanctions in the AFDC and Food Stamp programs.

ECONOMIC/SOCIAL DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Limited protections in State Law to help abused adults.	o Need for more emergency shelters.
o Mississippi Vulnerable Adults Act, originally enacted October 1, 1986, and reenacted October 1, 1987.	o More authority by State Department of Public Welfare to intervene in cases in which adults are in danger from others or themselves.
o Attorney now assigned to agency specifically to provide legal assistance in adult maltreatment cases.	o Better prepared and experienced in protecting adults by using the Court System.
o Increase in reported child abuse cases, with a 97% increase in sexual abuse cases from Fiscal Year 1986 to Fiscal Year 1987.	o More staff time and expertise required. o Reduction of staff time available for other services.
o Increased family stress due to high unemployment, alcohol/drugs, and breakdown of family support.	o More cases of abuse and neglect.
o Increase in Premanency Planning.	o Fewer children in the foster care system.
o Initiation of One Church - One Child project.	o Development of adoptive homes for "special needs" children.
o Development of Child Care Demonstration project.	o Opportunity for young mothers to receive job training and secure meaningful employment.
o Client education on the use of commodities to be provided in FY 1988 by Mississippi Cooperative Extension Service. o Pamphlets provided by USDA.	o Improved use of commodity foods by clients. o Improved buying skills. o Better nutritional habits.
o More service provision by available staff, due to recent changes in child support laws.	o Needed support from absent parent received by more custodial parents and children.
o Insufficient Child Support staff to provide needed services.	o Many custodial parents and children who do not have needed support from absent parents.

TECHNICAL DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Increased agency-wide automation.	o Continued need for more automation.
• 50 Personal Computers (PC's) ordered for agency staff, with approximately 20 for headquarters and 30 for the counties.	• Provision of automated support for office functions such as word processing, budget preparation, financial analysis, and scheduling/tracking.
• Optical Scanner purchased to accelerate processing of county forms and federal reports.	• Reduction of duties performed by keypunch operators and by statisticians.
• Separate Child Support system currently in planning stages, with application for federal funding to transfer a Child Support system submitted.	• Improved case management, increased uniformity of policy application, and increased accuracy of fiscal records and required reports. • Increased speed in getting payments to children. • Enhanced federal funding for system transfer.
• Additional automation of Child Support Tax Offset program, using a Personal Computer.	• More efficient processing, better controls, and more dollar collections.
o Request for Adoption Tracking Grant.	o Better assessment and meeting of needs for adoptions, home studies, and placements geared toward permanency planning.
o Planning to conduct pilot test in Leflore County (Greenwood Project) of multi-agency one-stop application process.	o Clients or applicants need only provide basic and eligibility information at one agency. o Convenience to clients. o Information shared among agencies via Personal Computer Network. o Extensive database available for reporting. o Tremendous savings to participating agencies in information gathering.
o Personal Computers for Child Support Tracking System - an interim personal computer project until a statewide Child Support system is developed and working.	o Tracks status of Child Support cases from inception to file disposition, o Provides county workers an up-to-the-minute status of all cases, and o Determines overdue actions and cases.

TECHNICAL DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Statewide implementation by July 1988 of MAVERICS, an on-line system supporting the AFDC and Food Stamp programs. • Functions of system: - Accepts application data. - Determines eligibility. - Calculates benefit amounts. - Interfaces with other state agencies. - Provides management and fiscal reports. - Provides statewide client tracking. - Allows automated mass changes. - Allows on-line Food Stamp issuance. - Produces AFDC benefit checks. - Allows automated recoupments of overissuance. - Allows automated monthly reporting. - Generates notices to clients. - Provides alert system to workers. • Over 1400 video display terminals. • Over 300 printers. • 114 county locations connected to headquarters by 24 high speed telephone circuits. • Largest computer made with exception of special usage type computers. • Largest computer system within the state (government or industry).	o Increase in Data Services' staff in order to maintain increased capabilities. o Increase in eligibility workers' ability to handle large caseloads. o Reduction in error rates due to automated functions. o More efficient service to clients. o Job enrichment for agency staff. o Improved public image through more efficient handling of applications and information processing. o More effective use of taxpayer's money through: • Automated recoupment. • Fraud prevention. • Error prevention/detection. o Upgrading to larger computer,when available on the market, to support additional agency programs.
o Conversion in Data Services Department, including upgrading of equipment: • Acquisition of new laser printer. • Acquisition of new minicomputer. • Acquisition of new, larger computer.	o Reduction of central data entry functions. o Greater throughput and output. • Larger database handling and quicker turnaround. • Networking of large number of terminals in remote locations.
o Implementation of IEVS, Income Eligibility Verification System, a computer-matched process with Social Security Administration, Employment Security Commission and Internal Revenue Service.	o More accurate verification by worker of client's income and resources.

TECHNICAL DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS

- o Currently investigating the use of Electronic Benefits Transfer for AFDC and Food Stamp benefits.
  - Electronic provision of benefits and services through the use of:
    - Access mechanisms, such as magnetically encoded eligibility cards and personal identification numbers.
    - Input devices, such as automated teller machines (like those used by banks), and point-of-sale terminals (like those used in restaurants).

FUTURE IMPLICATIONS

- o Reduction in issuance of AFDC checks by Department of Public Welfare.
- o Elimination of manual issuance of Food Stamps in County Welfare offices.
- o Simplified payments to hospitals, physicians' offices, pharmacies, retail food stores, and other service outlets through installed transaction terminals.

- o Increased training.
  - One week of Protective Services training currently being provided to all Social Work staff at Mississippi Law Enforcement Academy.
  - Training for Child Support Fiscal Staff to begin in early FY 1988.
  - Separate facility in Jackson being utilized as a lab for ongoing "hands-on" MAVERICS computer training.
  - Continuation of Management training begun in FY 1987.
  - Placement Services training, concentrating on licensure and supervision of foster homes and supervision of children while in care.
  - Training on Child Welfare Practice Manual.

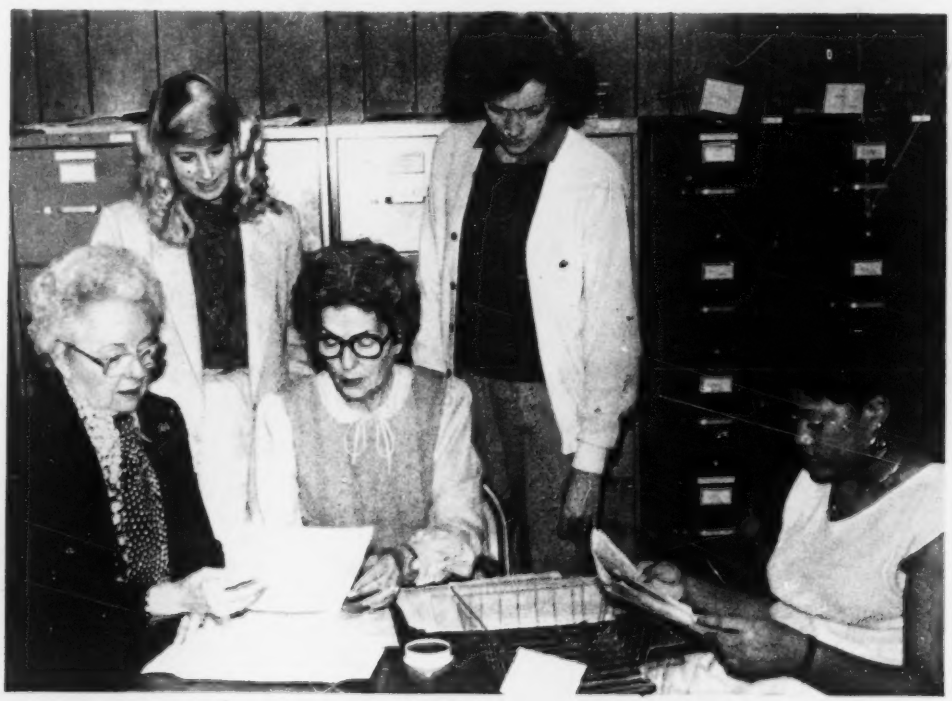
- o More effective and efficient agency.
  - More complete and thorough investigation by social workers.
  - More consistent and accurate implementation of policy.
  - MAVERICS training to be assumed by Economic Assistance Area Directors and performed locally once statewide implementation is complete.
  - Improved managerial skills of Directors.
  - Improved service to children by eliminating abuse/neglect.
  - Better social worker documentation.

OTHER DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Reorganization within State Department of Public Welfare.	o Creation of a streamlined organization, allowing for easy communication between staff and top management.
• As required by House Bill 1369, establishment of a Bureau of Family and Children's Services (Social Services), with Departments of Prevention, Protection and Placement.	• Increased county emphasis.
	• More efficient execution of duties.
• Reorganization of Social Services, effective November 1986, creating: 6 Social Service Area Directors 39 Area Social Work Supervisors 2 Crisis Intervention Workers per region	• Increased supervision and improved management.
	• Improved social work practice.
	• Improved provision of service.
• Closing of all regional offices July 1, 1987, and placement of regional staff in county offices.	
• Reorganization of Data Services effective August 1, 1987.	• Separation of duties within Data Services.
	• Provision of adequate support for maintenance and development activities.
	• More effective utilization of staff.
• Combination of job responsibilities of Quality Assurance Evaluators and Program Audit Associates, effective October 1987.	• More effective utilization of time.
	• More cost effective administration of Management Evaluation and Quality Assurance programs.
o Board of Public Welfare increased from five to seven members.	o More continuity in Board.
o Authorization to hire more staff, including filling of positions lost in FY 1986: • 120 eligibility workers • 73 social workers • 33 Child Support staff • 6 Data Services' staff	o Increased output. o Improved morale. o Better service to clients. o Decreased error rates. o Decreased need for contractual services, particularly in Data Services. o Faster response time to user requests and required policy changes.

OTHER DIRECTIONS AND IMPLICATIONS

CURRENT DIRECTIONS	FUTURE IMPLICATIONS
o Increased supervision in field: • Increased monitoring of Child Support program by supervisory staff. • Increased accessibility to supervision by line staff in Social Services.	o Better client service. • More consistent implementation of policy and more effective service provision. • Greater consistency of good practice plans and a more uniform delivery of services.
o Planned statewide implementation of Early Detection/Fraud Prevention (ED/FP) project.	o Reduction of fraud. o Reduction of Food Stamp error rate.
o Establishment and implementation of an agency-wide corrective action process that addresses all audit and program review findings.	o Better coordination and implementation of corrective action efforts.
o Emphasis on collection of overissued benefits.	o Retention by Welfare Department of specified percentages of recouped benefits.
o Statewide Volunteer program currently exceeding all expectations.	o Enables limited agency staff to continue to provide needed services to the public.



Volunteer Program Participants

OBJECTIVES AND STRATEGIES

FISCAL YEARS 1988 - 1993

MISSISSIPPI STATE DEPARTMENT OF PUBLIC WELFARE
STRATEGIC PLAN FOR FISCAL YEARS 1988-1993

OBJECTIVE I:

To be the leader in the United States in the development of initiatives to improve administrative efficiency and effectiveness.

STRATEGIES:

A. Automate where appropriate.

B. Design Block Grant programs in Food Stamps and AFDC.

C. Disburse AFDC and Food Stamp benefits by Electronic Benefits Transfer.

D. Improve field effectiveness.

1. Coordinate existing resources available in local communities.

2. Solve problems completely.

3. Complete workload standards for generic workers and current manpower allocation.

E. Periodically review major agency management systems to assess potential for improvement, especially in ways to streamline and coordinate activities, reduce paperwork, or anticipate external changes that impact upon programs and services.

1. Develop a Microfilm/Microfiche operation to eliminate retention of paper and files at the state, area, and county office levels.

F. Provide the most appropriate level of automation to improve clients' access to services and to improve contract and staff productivity.

1. Complete implementation of the automated on-line MAVERICS system to provide management and statistical data (particularly data required for federal and state reports); allow on-line client interviews (eliminating the taking of applications manually); and conduct data manipulations (determine eligibility, calculate benefits, send client notices, etc.)

2. Review, refine, and update various personal computer accounting system programs to meet all GAAP (Generally Accepted Accounting Principles) and federal/state requirements.

3. Based on the results of the Child Support Feasibility Study, implement a statewide on-line Child Support system, integrated with MAVERICS.

4. Upgrade the agency's accounting system to include on-line capability.

5. Conduct Feasibility Study for Social Services system and implement a statewide on-line system as the result of this study.

OBJECTIVE II:

To maintain communication with all outside agencies, parties and individuals and to increase efforts to improve the integrity and credibility of the Mississippi State Department of Public Welfare.

STRATEGIES:

A. Within DPW:

1. Acquire and convey facts versus opinions and unfounded data.
2. Keep positive attitude even in pressured situations.
3. Provide answers to inquiries in timely manner.
4. Utilize PERT (Program Evaluation Review Technique) Charts.
5. Either correct problems or provide explanations.
6. Inform staff of changes through newsletters and special bulletins.
7. Promote better understanding of confidentiality of service records.

B. Outside DPW:

1. Publish articles by County Welfare Directors and area social workers in monthly news columns.
2. Mail newsletters to interested parties.
3. Resolve current fraud cases and publicize results.
4. Use television and radio Press Release spots.
5. Continue county visits by Commissioner.
6. Address roles and responsibilities of employees within the newly reorganized agency.

OBJECTIVE III:

To manage agency activities in compliance with state legislation and federal requirements.

STRATEGIES:

A. Set clear policies and procedures.

B. Follow policies and procedures.

C. Campaign with Federal Government for needed policy changes.

OBJECTIVE IV:

To focus on client accountability and responsibility.

STRATEGIES:

A. Strengthen procedures for detection and conviction of fraud cases.

B. Emphasize to clients the importance of keeping appointments and bringing requested information to the Welfare Office.

C. Teach clients self-sufficiency through Workfare programs.

OBJECTIVE V:

To continue emphasis on service delivery at the county level.

STRATEGIES:

A. Require that most new positions be in the county.

B. Set standards for workload distribution.

C. Generate local Press Releases on county achievements.

D. Give operating management more authority and responsibility; for example, to move social workers across county lines when needed to provide services.

E. Direct headquarters staff to serve field staff.

1. Give field staff lead time on requests or orders.
2. Explain to field staff why something needs to be done.
3. Return field staff calls/memoranda in timely manner.
4. Request field staff input on new programs or systems.
5. Visit field staff enough to know and meet their needs.

OBJECTIVE VI:

To continue revision of the training program.

STRATEGIES:

A. Continue automation such as videotape, computer training, and programmed instruction books.

B. Continue "Train the Trainer" concept in the field.

C. Implement area-wide training for social workers, eligibility workers, Child Support workers, and clerical staff, incorporating MAVERICS training into training for eligibility workers.

OBJECTIVE VII:

To be an effective innovator in the delivery of services to families, adults, and children.

STRATEGIES:

A. Continue the implementation of the new Adult Protective Services Bill passed into law by the 1986 Legislature.

   1. Provide resources for regular contacts, placement, and treatment facilities for adults who are unable to manage their own affairs or protect themselves from neglect, abuse or exploitation.

   2. Provide special workshops for all social workers.

   3. Provide a guide for Adult Protective Service investigation.

B. Educate the public on teen pregnancy and sexual abuse.

   1. Increase Family Planning participation.

   2. Increase educational level of parenting skills.

   3. Seek Licensure Bill for all group facilities.

   4. Maintain roster of persons available for speaking and program presentations.

C. Develop a program for independent living skills for older adolescent foster children.

D. Continue to provide clinical social work training and law enforcement training to direct service staff as required by House Bill 1369.

E. Develop resources at the state, area, and local levels to assist social workers in the delivery of services to clients.

F. Increase the timeliness and quality of our responsiveness to protective service situations.

   1. Develop a risk assessment of danger to the child.

   2. Develop a guide for Child Abuse investigation.

   3. Complete revision of Child Protective Service policy.

   4. Develop a guide for Interstate home evaluations.

   5. Install computers in each County Welfare Office with a Statewide Network for reporting child abuse.

   6. Increase efforts to ensure the safety and development of children in child care facilities by improved procedures for license issuance and inspection; and by education of home operators, parents, and other agencies.

OBJECTIVE VIII:

To expand the agency's employment and training program for AFDC and Food Stamp recipients to focus on the Workfare concept, which requires a client to utilize job skills in return for coupon allotments and/or AFDC checks.

STRATEGIES:

A. Increase the number of participants in the job-seeking category of welfare clients.

B. Assign participants to community workfare sites to gain exposure to the work force environment and to develop job skills.

OBJECTIVE IX:

To have a self-supporting Child Support program in Mississippi.

STRATEGIES:

A. Increase child support collections and meet National Child Support Enforcement Performance Indicator Standards.

B. Develop legislative initiatives to obtain more Child Support staff - particularly Attorneys, Child Support Officers and supervisory staff.

C. Increase training in the area of Child Support Enforcement.

D. Implement a Statewide Computer System for Child Support.

E. Actively pursue a better public image within and outside the state.

1. Decrease the backlog of child support cases by providing adequate staff, computers and technical assistance.

2. Bring Chancery Judges together to standardize their methods for handling child support matters.

3. Provide more timely services.

4. Prepare federally mandated Press Releases.

5. Educate employers regarding their responsibility in complying with the Income Withholding Laws.

F. Distribute guidelines for establishing the amount of child support obligations to all judicial bodies handling child support matters.

G. Utilize Family Masters appointed by Chancery Judges to expedite judicial handling of child support cases.

OBJECTIVE X:

To assess the effectiveness of the Generic Worker Concept versus the Specialization Approach for eligibility workers.

STRATEGIES:

A. Have policy and program staff review factors.

B. Determine practical applications with field staff.

OBJECTIVE XI:

To pursue a streamlined and more simplified approach to the Assistance Payments, Food Stamp, and Child Support programs by working through the Congressional Delegation to obtain changes in the law.

STRATEGIES:

A. Send Commissioner to national meetings.

B. Send program staff to program-related meetings.

OBJECTIVE XII:

To increase participation in the provision of welfare services by involving volunteers.

STRATEGIES:

A. Expand the recruiting and training of volunteers for general office work and social service assistance in the county, area, and state offices.

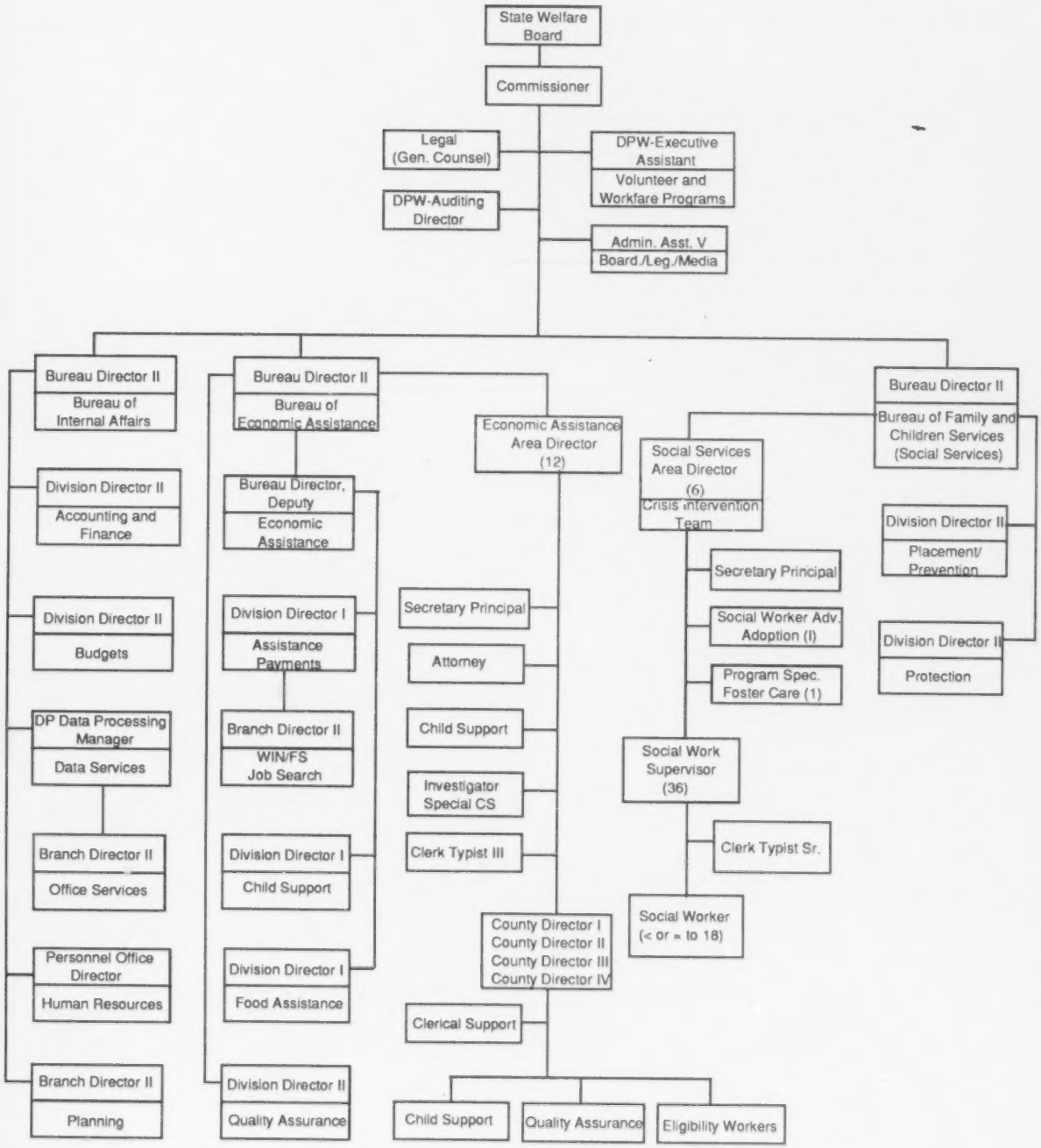
B. Develop guidelines and practices for the provision of volunteer services to clients so that we assure client well-being and community cooperation.

ORGANIZATIONAL STRUCTURE AND FUNCTIONS

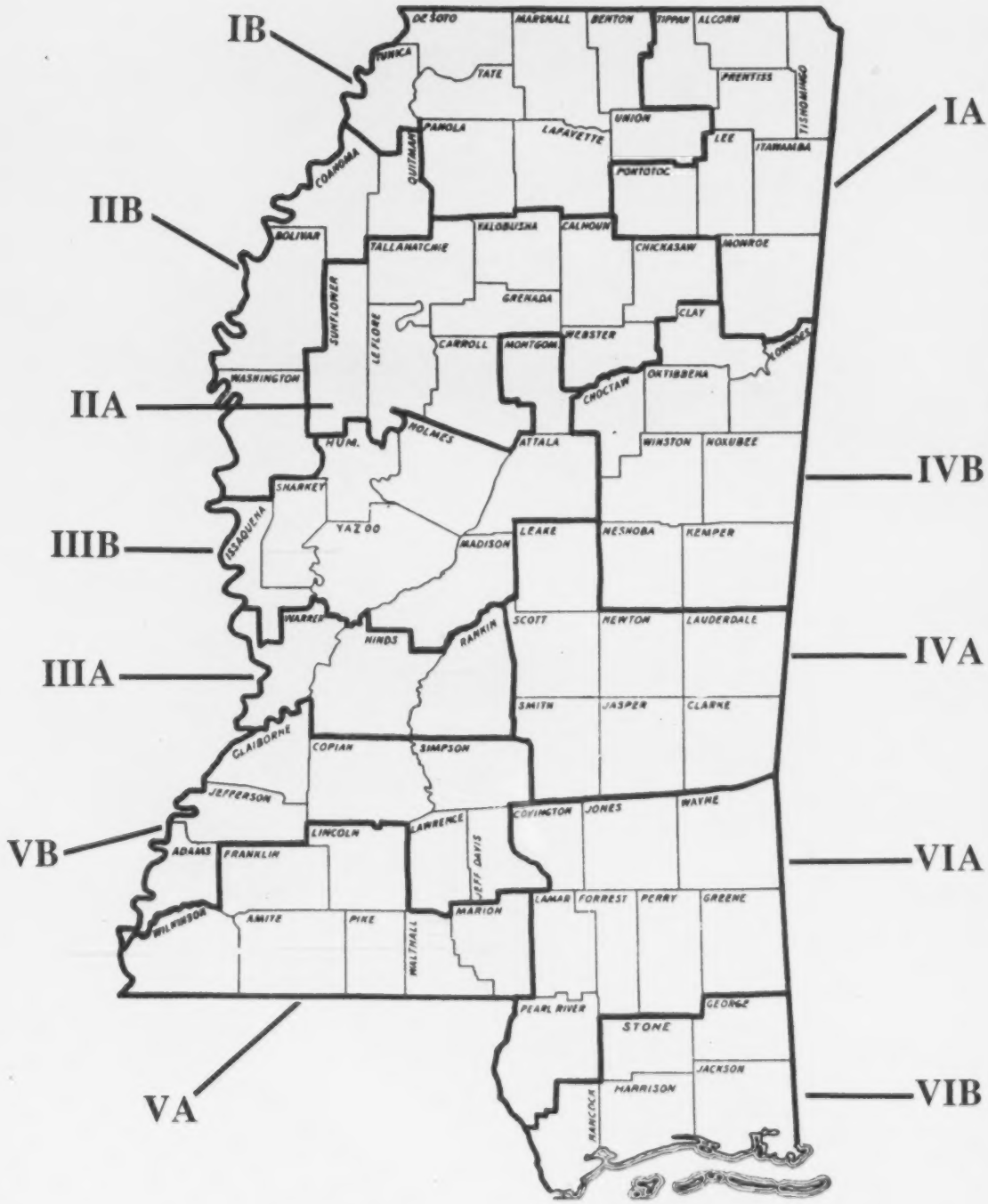
FISCAL YEAR 1987

DEPARTMENT OF PUBLIC WELFARE
ORGANIZATIONAL CHART

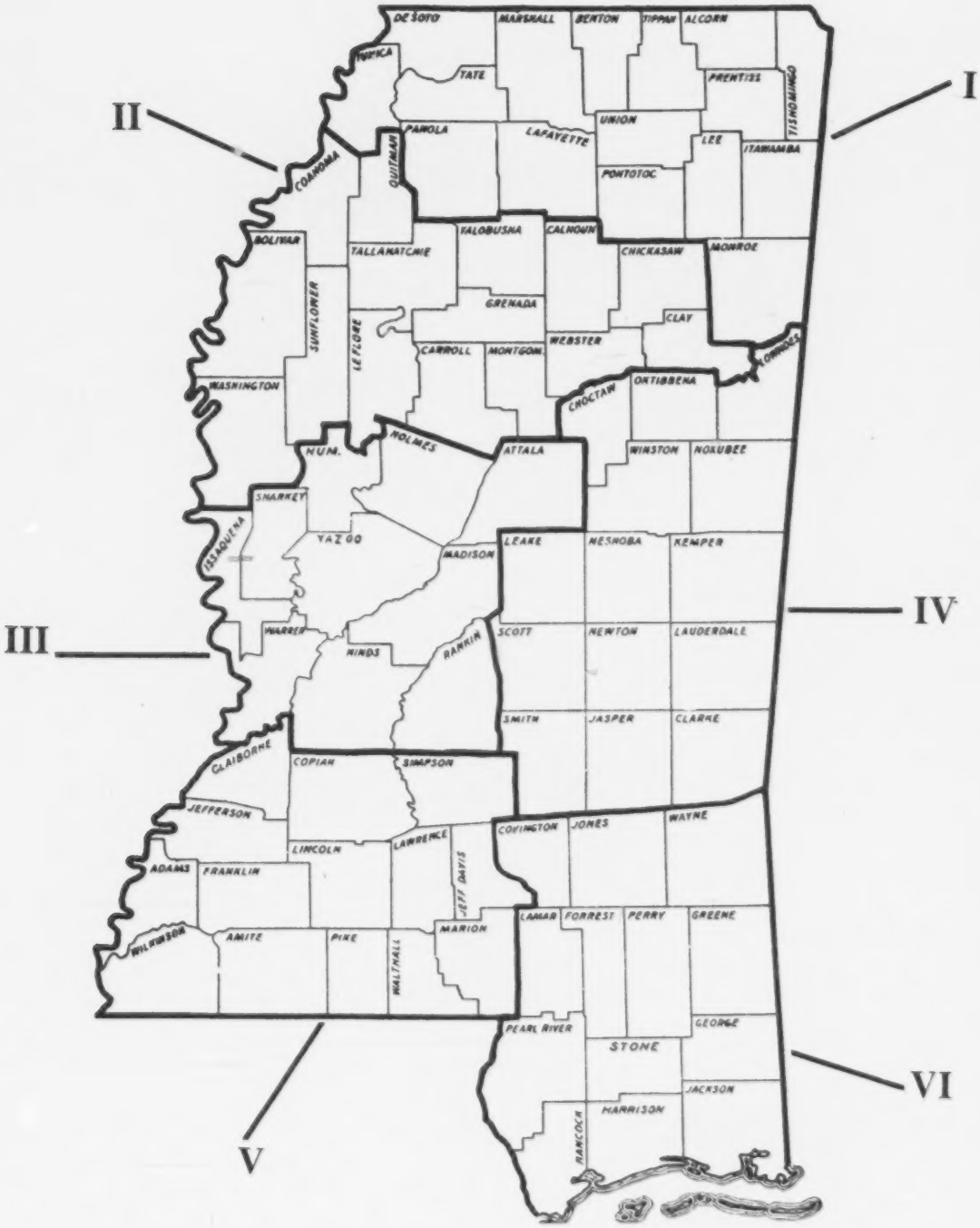
As of June 30, 1987



ECONOMIC ASSISTANCE AREA DIVISIONS



SOCIAL SERVICES AREA DIVISIONS



ECONOMIC ASSISTANCE

ASSISTANCE PAYMENTS

AID TO FAMILIES WITH DEPENDENT CHILDREN PROGRAM

o Provides cash benefits to children who are deprived of one or both parents. Individuals who receive AFDC are automatically eligible for Medicaid benefits.

- Average monthly money payment caseload (FY 1987):

Families	56,849
Children	122,393
Adults	48,481
Total Recipients	170,874

- Average monthly payment (FY 1987):

Per family	$115.55
Per recipient	$ 38.44

- Total monthly payments:

Average for FY 1987
$6,567,685

o Program accomplishments during Fiscal Year 1987 included:

- Increased AFDC payments:
  AFDC Need Standard increased to 50% of the 1985 Federal Poverty Income Guidelines.
  Percent of deficit amount to be paid decreased from 75% to 60%.
- Eliminated requirement for home visits on all AFDC applications.
- Reduced number of AFDC recipients required to "monthly report" by redefining work history.

MEDICAL ASSISTANCE PROGRAM

o Establishes eligibility for Medicaid benefits, but no money payment, to children under age 18 and pregnant women who meet AFDC financial standards.

- Total persons eligible as of June 30, 1987: 15,406

INDIVIDUAL AND FAMILY GRANT (IFG) PROGRAM

o Provides funds to disaster victims to enable them to meet necessary expenses or serious needs for which assistance from other sources is either unavailable or inadequate.

o Program activated by Presidential Declaration in March 1987 after tornadoes left widespread damage in Jones County.

- Family applications as of June 30, 1987: 383
- IFG Grants issued as of June 30, 1987: $544,150

FOOD ASSISTANCE

FOOD DISTRIBUTION PROGRAM

o Distributes to eligible households surplus food items made available by the United States Department of Agriculture, Food and Nutrition Service.

- Value of surplus food items distributed during Fiscal Year 1987: $14,324,599
- Number of households receiving surplus food items: 991,203
- Number of pounds of surplus food distributed: 16,280,254

FOOD STAMP PROGRAM

o Provides USDA food coupons to households that fall within federal economic guidelines.

- Value of food coupons issued in Fiscal Year 1987:
  $280,960,874
- Average number receiving Food Stamps:

Households	165,805
Persons	503,793

- Average monthly value of Food Stamps:

Per household	$141.21
Per person	$ 46.47

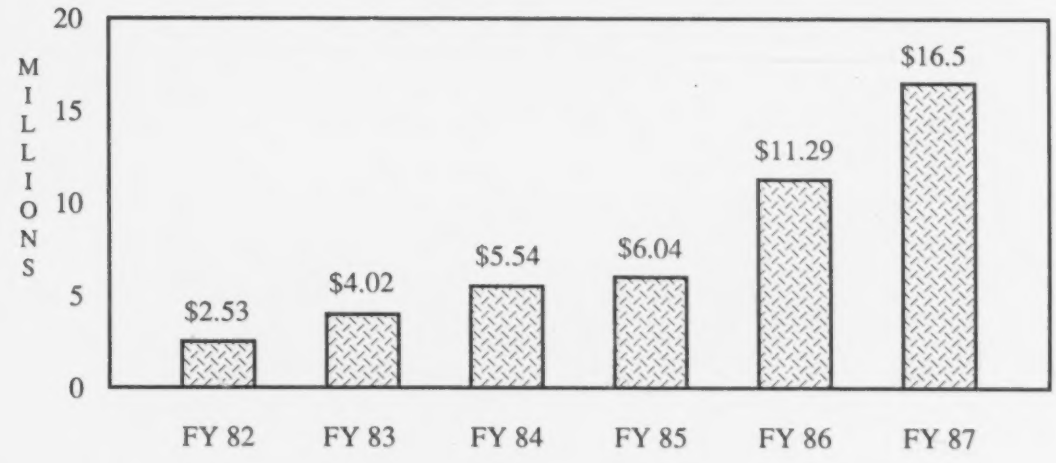
CHILD SUPPORT

- Program goals:
  - To ensure that children are supported by their parents.
  - To encourage family responsibility.
  - To reduce the cost of welfare to taxpayers.

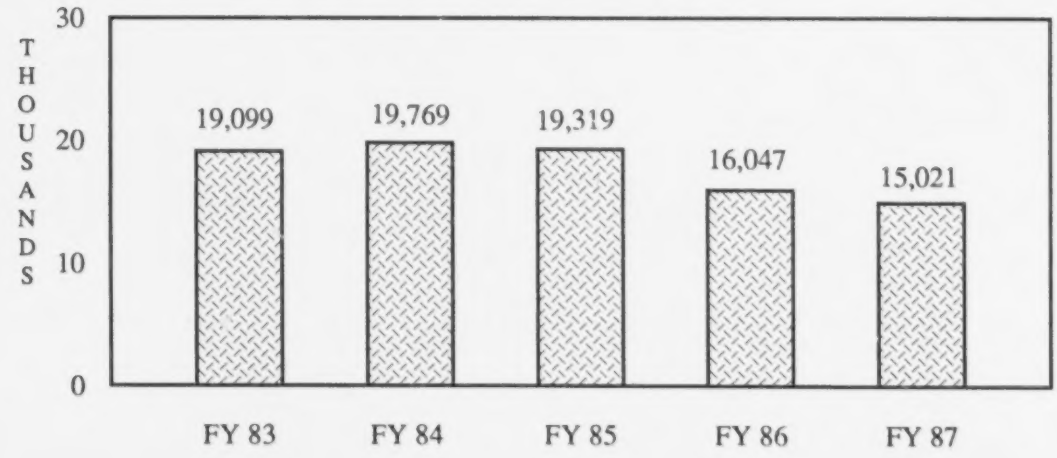
- Services provided:
  - Collects and distributes support payments.
  - Locates absent parents.
  - Establishes paternity when necessary.
  - Establishes support obligations.
  - Enforces support obligations.
  - Cooperates in interstate enforcement.

- Program accomplishments during Fiscal Year 1987:
  - $16,494,831 child support collected.
  - 15,021 absent parents located.
  - 1,964 paternity cases established.
  - 2,417 support obligations established.
  - 2,775 interstate cases received (approximate).
  - Trained Child Support Enforcement Officers/Investigators and Attorneys, and County and Area Directors.
  - Completed policy and legislative action necessary to be in compliance with Child Support Enforcement Amendments of 1984.
  - Implemented statewide Child Support Corrective Action as a result of a Federal Program Audit.

CHILD SUPPORT COLLECTIONS



ABSENT PARENTS LOCATED



WORK INCENTIVE PROGRAM (WIN)

- Assists AFDC recipients in entering unsubsidized employment, which leads to economic self-sufficiency and independence.
- Jointly administered by the Mississippi Employment Security Commission and the State Department of Public Welfare.
- Currently operational in six counties.
- During Fiscal Year 1987:
  - Reduced welfare dependency of AFDC applicants and recipients who participated in Work Experience and Independent/Group Job Search sessions by providing immediate job search assistance and on-the-job work experience.
  - Assisted 1,130 WIN registrants in entering unsubsidized employment.

EMPLOYMENT AND TRAINING PROGRAM

- Offers Job Search, Workfare, Job Training Partnership Act (JTPA) and other Training in the new Food Stamp Employment and Training Program that became law April 1, 1987.
- Assists able-bodied and employable Food Stamp recipients in training for employment and in securing private sector employment.
- Independently operated by the Mississippi Department of Public Welfare during Fiscal Year 1987.
- As of June 30, 1987, operational in fifteen counties (17 sites):

Adams	Harrison (2 sites)	Lowndes
Coahoma	Hinds (2 sites)	Monroe
DeSoto	Lauderdale	Pike
Forrest	Lee	Warren
Grenada	Leflore	Washington

WORKFARE PROGRAM

- In Fiscal Year 1987, implemented Workfare as a pilot project in Coahoma County and planned expansion of Workfare into fourteen additional counties.
- Includes the exchange of an able-bodied individual's work skills for the receipt of food coupons each month.
- Provides clients with job history and work reference.

SOCIAL SERVICES

Social Services administers the agency's social services delivery program, which is mandated by law and provided directly through agency personnel and contracts for support services.

CHILD PROTECTIVE SERVICES

- o Investigates allegations of child abuse and neglect.
- o Assesses risk factors contributing to child abuse and neglect.
- o Develops service plans for the victims of child abuse and their families.
- o Implements service plans until the threat of harm is removed.
- o During Fiscal Year 1987:
  - Operated a public awareness/education program for child abuse/neglect.
  - Provided parenting classes for abusive/neglectful parents.
  - Implemented a foster parent recruitment and enhancement program for placements for abused/neglected children.
  - Implemented training in the use of Child Welfare Practice Manual.
  - Provided training for agency staff and foster parents to improve placements of abused/neglected adolescents.
  - Implemented agency-wide policy requiring more thorough background screening checks for foster care and adoption applicants and applicants for employment in Title XX Day Care Centers and licensed child care facilities.
  - Provided training in investigating child abuse to approximately 200 social workers by the Mississippi Law Enforcement Training Academy, as mandated by House Bill 1369 (1986).

REPORTS OF CHILD ABUSE/NEGLECT

			Substantiated				
	Abuse	Neglect	Abuse/ Neglect	Sexual	Total	Unsub-stantiated	Grand Total
FY 86	1,318	2,151	300	594	4,363	4,449	8,812
FY 87	1,513	2,517	272	1,171	5,473	5,061	10,534
Percent Change	15%	17%	-9%	97%	25%	14%	20%

ADULT PROTECTIVE SERVICES

- Investigates allegations of abuse and neglect of vulnerable adults.
- Provides services to prevent or remedy abuse, neglect, or exploitation of physically or mentally impaired adults and the elderly.
- Accomplishments during Fiscal Year 1987:
  - October 1, 1986, enactment of Mississippi Vulnerable Adults Act, allowing more protection for adults.
  - Instrumental in the legislative process of having the Mississippi Vulnerable Adults Act continued until 1989.
  - Conducted, in cooperation with the Mississippi Council on Aging, Mental Health, and State Board of Health, 10 Public Forums statewide concerning the Mississippi Vulnerable Adults Act.
  - Revised and distributed statewide, the Adult Protective Service Pamphlet.
  - Disbursed 1,500 copies of the pamphlet, "ABOUT ELDER CARE," as a public awareness effort to highlight the problem of elder abuse, neglect, and exploitation.
  - Participated in a Regional Workshop in North Mississippi concerning the Vulnerable Adults Act, provided by Itawamba Junior College for social and health care agencies.

REPORTS OF ADULT ABUSE/NEGLECT/EXPLOITATION

	Abuse	Neglect	Substantiated Abuse/ Neglect	Sexual	Unknown	Total	Unsub-stantiated	Grand Total
FY 86	70	109	109	10	1	299	165	464
FY 87	95	218	93	11	4	421	344	765
Percent Change	36%	100%	-15%	10%	300%	41%	108%	65%

FOSTER CARE SERVICES

- Provides temporary care for children who must be separated from their own families because of neglect, abuse, or exploitation.
- Provides licensed foster family and group home care for approximately 1,600 children. Another 500 children are in the agency's custody and are in homes of parents or relatives, adoptive placements, or institutions.
- Over 100 volunteers serve on Foster Care Review Boards in various sections of the state.
- 1,359 children entered Foster Care during Fiscal Year 1987.

ADOPTION SERVICES

- Finds permanent homes for children who cannot return to their birth families.

- Emphasizes placement of "special needs" children:

  - White children aged 9 or above.
  - Black children aged 6 or above.
  - Sibling groups of 3 or more.
  - Children with handicapping conditions.

- Publishes the Mississippi Adoption Resource Exchange Book.

  - Updated quarterly as required by law.
  - 46 children listed as of June 30, 1987.

- Recruits homes for "special needs" children.

  - Features children in newspaper column, "Sunday's Child."
  - Features children on TV program, "Wednesday's Child."

- Achievements for Fiscal Year 1987:

  - Moved Adoption Services to a regional concept.

  - Received $50,000 federal grant to initiate "One Church-One Child"Adoption recruitment project.

  - Received $4,581 federal grant to purchase computer hardware and software, which enabled the Mississippi Adoption exchange to link with the National exchange and other Adoption Network members.

ADOPTION ASSISTANCE

- Provides a subsidy to families adopting "special needs" children.
- Establishes eligibility for Medicaid to those children in IV-E Foster Care and to some of those in CWS Foster Care. CWS children must have a medical or rehabilitative condition to qualify.
- Number of children receiving Adoption Assistance as of June 30, 1987:

Federal Adoption Assistance (IV-E Foster Care)	228
State Adoption Assistance (CWS Foster Care)	92
Total	320

CERTIFICATION AND LICENSING

CERTIFICATION

- For day care centers and family day care homes receiving federal funding:
  - Issues a certificate of approval, or
  - Issues a permit to waive the certification requirements.

LICENSING

- Develops standards for licensing and issues licenses to residential child caring facilities and child placing agencies.
- Also issues licenses upon request to religious or fraternal organizations, which are exempt by law.

DAY CARE - CHILD

- Helps strengthen family unity, reduces dependency on public assistance, aids in the prevention of child abuse/neglect, and enhances the quality of life to all participants.
- Provides support to children in need of protective services. Other vital program areas supported through day care services are Aid to Families with Dependent Children, Work Incentive program recipients and single parents who are working, in school or in training.
- During Fiscal Year 1987:
  - Maintained 41 Purchase of Care or Family Day programs, serving 120 children.
  - Maintained 32 Center Based programs, serving 623 children.
  - Maintained 13 contracted centers, serving 1,101 children.
  - Served 32 counties.
  - Served a total of 2,600 children.

EMERGENCY SHELTER - CHILD

- Provides short-term residential care to children up to age 18 who are at risk because of neglect, abuse, abandonment or exploitation. The service is limited to a 30-day period per child within any six-month period.

- The operating shelters in Mississippi are licensed to serve a total of 107 children:

  - 6 Shelters operate as Purchase of Service contractors.
  - 4 Shelters operate as DPW in-house programs.
  - 10 Total emergency shelters in Mississippi.

EMERGENCY SHELTER - ADULT

- Provides temporary emergency residential care for the following who are unable to protect their own interests and are in need of temporary shelter because of neglect, abuse, or exploitation:

  - Adults,
  - Battered spouses, and
  - Children under 18 in the household of the abused or battered spouse.

- This purchased service is limited to 30 days within any six-month period.

- Maximum capacity at any given time for the two contracted centers in Mississippi: 33

INTERSTATE SERVICES

- Interstate Compact on the Placement of Children (ICPC): provides out-of-state placement and supervision of dependent children with their parents, relatives, foster parents, adoptive parents, group homes, residential treatment facilities, and institutions. Reciprocal services are provided by all states.

  - Number of ICPC Placements (FY 1987):
    Into the State 332
    Out of the State 213

- Interstate Compact on Juveniles: provides out-of-state placement and supervision of adjudicated delinquents with their parents or relatives.

  - Number of Juvenile Compact Placements (FY 1987):
    Into the State 91
    Out of the State 23

- Provides services for runaway youths who cross state lines and whose parents, guardians, or custodians have no means to finance their return.

  - Number of Runaways Handled (FY 1987):
    From other States 68
    From Mississippi 34

REFUGEE RESETTLEMENT PROGRAM

- Contracts with two nonprofit agencies to provide refugee social services including: English Language Training, Employment Services, and Vocational Training.
- Contracts with one nonprofit agency to provide foster care services for up to 60 Unaccompanied Refugee Minors.
- Provides Refugee Cash and Medical Assistance program to new arrival refugees meeting income criteria.
- Agency administers Refugee Resettlement Grant.

HOTLINE FOR ADULTS AND CHILDREN

- A toll-free number available statewide for anyone to call 24 hours a day, 7 days a week, to report abuse to adults and children.
- During Fiscal Year 1987, received approximately 4,733 calls on the Hotline. The calls included requests for information, resource referrals, and abuse and neglect reports.

SUPPORT SERVICES

LEGAL SERVICES

- Coordinates and handles litigation, contract reviews, administrative hearings, chancery proceedings to terminate parental rights, child custody matters arising from foster care, Federal EEOC cases, and adult protective services. During FY 1987:

  - Federal Court cases:
    1 case tried to conclusion in agency's favor and affirmed by Fifth Circuit Court of Appeals.
    1 case set for trial.
    5 cases pending trial.

  - 405 contracts or contract amendments proposed or reviewed for: Developmentally Disabled Children, Interagency Agreements, State Office and County Office Contracts, Personnel Services, Leases, and Official Notices relating to Leases or Contracts.

  - 15 Equal Employment Opportunity Commission (EEOC) cases filed:
    6 cases resulted in agency favor.
    9 cases pending final decision.

  - 11 cases handled before Employee Appeals Board:
    8 cases resulted in agency favor.
    1 case resulted in employee favor.
    2 cases pending in Circuit Court.

  - 25 Termination of Parental Rights cases handled, involving 53 children, 46 of whom were freed for adoption.

  - 3 Termination of Parental Rights cases appealed to the Mississippi Supreme Court.

  - 37 Foster Care cases litigated.

  - 7 Adult Protective Service cases litigated, and legal advice rendered in 48 cases.

- Also, during Fiscal Year 1987, resumed the Early Detection/Fraud Prevention Project, resulting in a program to increase awareness of fraud and to reduce fraudulent receipt of benefits.

  - Pilot Project in Scott and Leake counties, April through June 1987.

  - Savings during 90-day project period: $23,465

QUALITY ASSURANCE

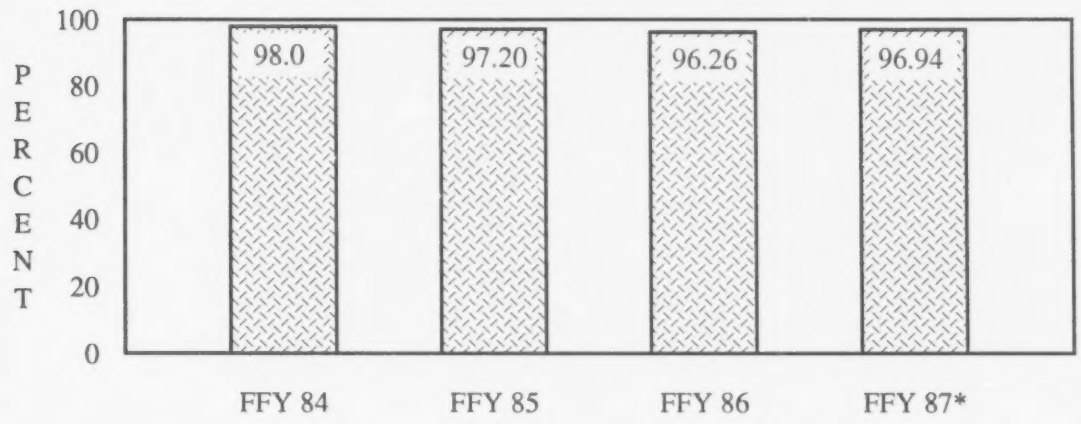
- Evaluates statistically reliable, statewide samples of active AFDC and Food Stamp cases to monitor the payment accuracy for the State's caseloads.
- Evaluates case records of denied or terminated cases for obtaining statistical data on correctness of state actions.

QUALITY ASSURANCE ACTIVE AND NEGATIVE REVIEWS COMPLETED DURING FY 1987

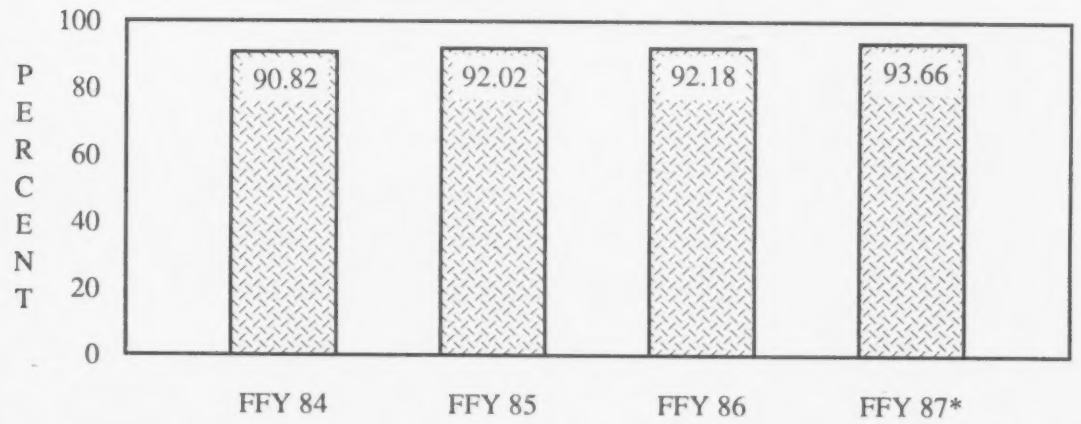
Food Stamps	AFDC-Medicaid	Total
2,241	2,621	4,862

- Provides clear and accurate presentations of State Quality Control findings for the processes of program analysis and corrective action evaluation.

AFDC PAYMENT ACCURACY RATES



FOOD STAMP PAYMENT ACCURACY RATES



*For Federal Fiscal Year 1987, accuracy rates are for 90% completed AFDC sample and 91% completed Food Stamp sample.

ADMINISTRATIVE HEARINGS

- Conducts State Fair Hearings for applicants and/or recipients of assistance and services, who are dissatisfied with the action or lack of action taken by the county welfare department.
  - Disposed of in FY 1987:

AFDC	43
Services	2
Food Stamps	384
Medical Assistance	13
Total	442

- Conducts Administrative Disqualification Hearings if Food Stamp recipients are suspected of intentional program violations.
  - Disposed of in FY 1987: 3,105

CLAIMS

- Establishes claims for improperly received benefits in the Food Stamp, Aid to Families with Dependent Children, and Medical Assistance programs.
  - AFDC/Medical Assistance Claims Established during FY 1987:

AFDC Claims	2,424
Medical Assistance Claims	266
Total	2,690

  - Value of AFDC Claims Established during FY 1987: $507,606
  - Food Stamp Claims Established during FY 1987: 3,639 (52% involved suspected fraud)
  - Value of Food Stamp Claims Established during FY 1987: $1,137,026 (73% involved suspected fraud)

HUMAN RESOURCES

PERSONNEL

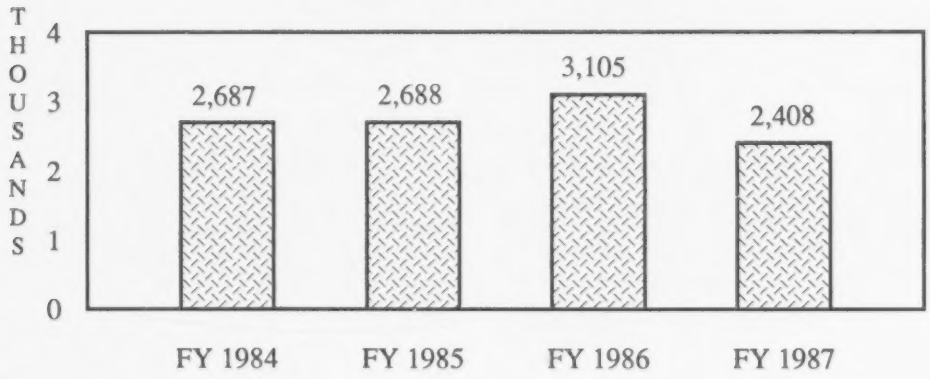
o Provides staffing and personnel policies and procedures, administers insurance program and performance appraisal system, verifies employment and employee records, and supervises contractual services and parking regulations. Fiscal Year 1987 activities included:

- 3,496 personnel transactions processed.
- 23 promotional opportunities issued.
- 211 personnel "hire" transactions processed.
- 3,018 Performance Evaluations processed.
- 53 contracts administered.

o Major projects in Fiscal Year 1987 included:

- Processed the agency-wide reorganization and developed new organizational charts, which consisted of 155 pages covering 2,877 positions.
- In cooperation with the Budgets Department, prepared Reduction-In-Force Summary for presentation to the Legislature.
- Implemented an Employee Safety Awareness Program, resulting in $50,000 in savings in Worker's Compensation Premium.

NUMBER OF FUNDED POSITIONS



TRAINING

o Develops training material and provides training sessions for agency staff.

o Significant assignments during Fiscal Year 1987 were:

- Training staff, assigned to conduct MAVERICS training.
- Social Service Training Coordinators and Instructors, assigned as Acting Area Social Work Supervisors to help the agency become functional under House Bill 1369.

o Other activities during Fiscal Year 1987 included:

- Transition Counsel Training through December 1986.
- Adult Protection Service Workshops conducted concerning new law on adult protection.
- House Bill 1369 Transitional Training conducted to emphasize new organizational structure.
- Management Training conducted on the screening interview of job applicants.
- Entry Level Training for social workers in Hinds County.
- Training for fiscal control officers, accounting clerks, and staff designated to perform IV-D fiscal duties.

OFFICE SERVICES

- Provides support services such as printing, mail distribution, information processing, purchasing and property management to all departments in the agency.

- During Fiscal Year 1987:

  - 35,274,234 impressions printed.
  - 52,000 average monthly Food Stamp reporting forms processed and mailed.
  - 55,000 AFDC checks and 11,938 AFDC reporting forms processed and mailed (monthly average).
  - 80,537 records microfilmed by Central Records.
  - 2,701,062 lines typed in Information Processing.
  - 325,104 pounds of supplies and forms shipped to counties.

BUDGETS

- Develops and presents the agency's annual budget request.
- Analyzes expenditures against the budget monthly.
- Prepares quarterly federal expenditure estimates.
- Monitors grant awards to insure that the agency receives all funds to which entitled.
- Prepares various reports relating to cost and revenue estimates.
- Draws cash from federal sources and manages cash flow.
- Allocates costs to the agency's various programs and grants.
- Reconciles the agency's bank accounts.
- Reconciles the agency's accounting records with the Department of Financial Control.
- Maintains the allocation and reporting structure of the agency's accounting system.

ACCOUNTING AND FINANCE

- Provides financial data and technical assistance to the Commissioner, divisions and departments within the agency.

- Maintains fiscal period costs by such areas as salaries, commodities, travel, equipment, and contractual service by different funding sources (federal, state, local, and other).

- Accumulates and summarizes information on programs.

- Maintains equipment and building depreciation schedules for state, regional, and local welfare departments.

- Responsible for fiscal accounting of all social service contracts with the agency.

INTERNAL AUDIT

- Ensures satisfactory internal controls, security of assets, and overall integrity of programs, activities, and personnel.
- During Fiscal Year 1987:
  - Reviewed the agency's internal controls as mandated by American Institute of Certified Public Accountants (AICPA) Standards and State Laws.
  - Obtained a personal computer which has enabled the office staff to reduce the clerical processing of audit reports from five weeks to two weeks.
  - Ordered several portable personal computers. This will enable field auditors to computerize the majority of the audit programs including sampling and financial exhibits.
  - Revised planning process to include acceptance of A128 Single Audits performed on Title XX contracts.
  - Drafted a new audit plan which will provide annual audit services to the areas and counties.

PLANNING

- Supports agency programs, provides research and statistical data, and participates in special projects and initiatives.
- Major activities during FY 1987 were:
  - Major reorganization and change of assignments within the Planning Branch.
  - Revised Standard Utility Allowance for Food Assistance applicants.
  - Completely revised the DPW Annual Report format and contents.
  - Revised County Directors' Responsibility Index.
  - Developed Random Moment Sampling System (RMSS) for generic eligibility workers.
  - Developed new Workload Standards for County eligibility workers.

DATA SERVICES

- 24 major systems currently maintained. These systems encompass the following functional areas:
  - Accounting.
  - Payroll/Personnel.
  - Property.
  - Interfaces with other state and federal agencies.
  - DPW program areas of Assistance Payments, Food Assistance, Social Services and Child Support.
  - Claims Processing.
  - Foster Care.

- MAVERICS Project:
  - Systems Testing completed.
  - Three-month Pilot Test completed.
  - User's Acceptance Test conducted.
  - System installed and operational in eleven counties.
  - Site preparation and equipment delivery/ installation complete except for those offices in the process of moving.
  - Computer resources determined through modeling and simulation.
  - Request for proposals for the acquisition of a central processing unit and disk storage issued.

VOLUNTEER PROGRAM

- Initiated in Fiscal Year 1987 after massive layoffs in July 1986.
- Enables agency staff to continue to provide needed services to the public.
  - Volunteers assist DPW clients by, for example, tutoring children and providing transportation for foster children or Medicaid recipients.
  - Assist DPW staff by answering phones, filing, helping with paperwork, taking applications, assisting social workers in carrying out their case plans, etc.
- Approximately 600 volunteers contributed a monthly average of approximately 10,000 hours during Fiscal Year 1987.

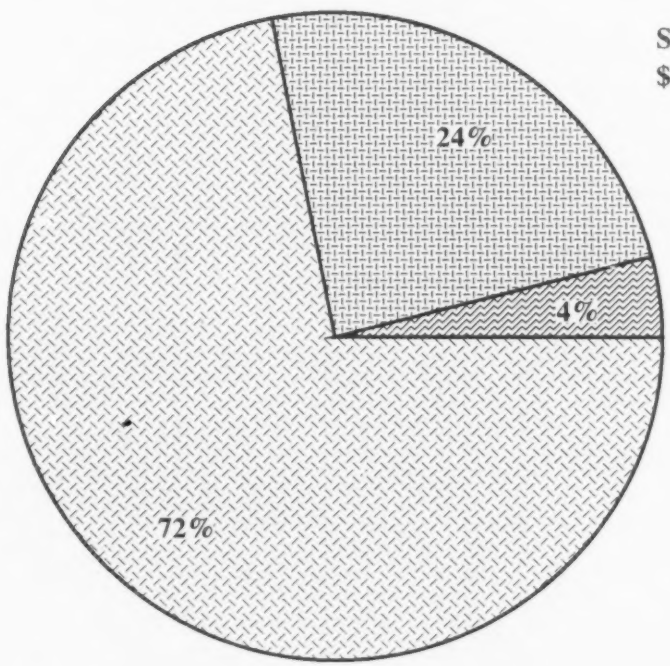
APPENDIX

Total Expenditures by Program
July 1, 1986 - June 30, 1987*

Major Objectives Of Expenditures	Food Distribution	Food Assistance	Assistance Payments	Child Support	Children and Family Services	WIN	Employment & Training	IRS Tax Offset	Total
Salary, Wages and Fringe Benefits	$ 102,037	$18,337,717	$6,484,247	$4,656,445	$10,820,181	$339,280	$ 712,503	$ -0-	$41,452,410
Travel and Subsistence	15,802	239,995	165,919	132,428	681,519	2,816	9,383	-0-	1,247,862
Contractual Services	660,040	2,729,255	2,198,011	414,596	8,202,416	94,122	185,665	-0-	14,484,105
Commodities	22,535	271,679	109,240	63,998	194,732	2,501	10,341	-0-	675,026
Capital Outlay, Other	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-
Capital Outlay, Equipment	233	34,777	52,394	5,369	92,769	538	3,774	-0-	189,854
Subsidies, Loans and Grants	165,847	787,888	79,810,479	[375,582]	5,018,417	14	61	2,360,319	87,767,443
Prior Year Adjustments	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-
Non-Cash Expenditures	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-
TOTAL	**$966,494**	**$22,401,311**	**$88,820,290**	**$4,897,254**	**$25,010,034**	**$439,271**	**$ 921,727**	**$2,360,319**	**$145,816,700**

*Beginning with Fiscal Year 1987, general administrative costs and client payments are included in Subsidies, Loans, and Grants by program.

Source of Funding
$145,816,700 Total



AFDC Money Payments by County
July 1, 1986 - June 30, 1987

COUNTY	PAYMENTS	COUNTY	PAYMENTS
STATE TOTAL	$ 79,525,553		
Adams	1,551,439	Lee	765,659
Alcorn	424,742	Leflore	2,184,992
Amite	401,804	Lincoln	758,832
Attala	420,051	Lowndes	1,540,652
Benton	257,387	Madison	2,038,429
Bolivar, E	2,392,376	Marion	802,500
Bolivar, W	897,622	Marshall	1,177,027
Calhoun	301,329	Monroe	810,156
Carroll	275,270	Montgomery	553,795
E. Chickasaw	125,807	Neshoba	481,885
W. Chickasaw	161,654	Newton	334,529
Choctaw	234,138	Noxubee	945,553
Claiborne	593,065	Oktibbeha	1,106,514
Clarke	409,912	Panola	1,185,568
Clay	908,737	Pearl River	1,011,583
Coahoma	2,833,289	Perry	318,767
Copiah	937,203	Pike	1,528,867
Covington	513,963	Pontotoc	194,460
DeSoto	759,601	Prentiss	217,349
Forrest	1,820,177	Quitman	856,969
Franklin	314,103	Rankin	502,646
George	286,509	Scott	617,265
Greene	327,698	Sharkey	604,303
Grenada	672,165	Simpson	423,326
Hancock	556,709	Smith	214,550
Harrison	2,893,758	Stone	268,870
Hinds	8,183,638	Sunflower	1,884,597
Holmes	2,116,629	Tallahatchie	1,064,380
Humphreys	915,809	Tate	649,219
Issaquena	117,169	Tippah	271,210
Itawamba	128,815	Tishomingo	144,919
Jackson	2,565,259	Tunica	915,625
Jasper	491,555	Union	208,970
Jefferson	596,819	Walthall	632,989
Jefferson Davis	536,498	Warren	1,569,226
Jones	1,182,811	Washington	4,333,453
Kemper	291,967	Wayne	890,253
Lafayette	384,327	Webster	284,179
Lamar	471,021	Wilkinson	583,160
Lauderdale	2,102,319	Winston	779,068
Lawrence	330,261	Yalobusha	311,845
Leake	453,594	Yazoo	1,418,415

Applications Handled for Aid to Families with Dependent Children By County
July 1, 1986 - June 30, 1987

County	Total AFDC Handled	Total AFDC Pending	County	Total AFDC Handled	Total AFDC Pending
STATE TOTAL	27 833	3 297			
Adams	526	51	Lee	548	32
Alcorn	197	10	Leflore	526	81
Amite	195	6	Lincoln	383	37
Attala	242	14	Lowndes	376	59
Benton	90	10	Madison	1 000	140
Bolivar, E	697	45	Marion	221	73
Bolivar, W	290	18	Marshall	281	36
Calhoun	146	12	Monroe	385	21
Carroll	90	7	Montgomery	191	19
Chickasaw, E	64	3	Neshoba	199	11
Chickasaw, W	77	6	Newton	162	14
Choctaw	126	1	Noxubee	188	23
Claiborne	261	20	Oktibbeha	375	34
Clarke	121	18	Panola	321	25
Clay	293	17	Pearl River	570	39
Coahoma	547	84	Perry	147	0
Copiah	378	52	Pike	337	74
Covington	196	13	Pontotoc	129	10
DeSoto	302	30	Prentiss	135	13
Forrest	496	104	Quitman	262	11
Franklin	85	13	Rankin	419	83
George	172	6	Scott	290	40
Greene	100	10	Sharkey	177	12
Grenada	205	11	Simpson	179	64
Hancock	358	50	Smith	75	3
Harrison	1 379	268	Stone	133	12
Hinds	1 571	327	Sunflower	696	64
Holmes	462	23	Tallahatchie	296	32
Humphreys	263	34	Tate	240	8
Issaquena	28	0	Tippah	201	13
Itawamba	116	17	Tishomingo	127	15
Jackson	1 717	178	Tunica	222	20
Jasper	209	20	Union	108	8
Jefferson	116	64	Walthall	215	11
Jefferson Davis	193	24	Warren	363	96
Jones	497	71	Washington	1 806	82
Kemper	96	5	Wayne	287	55
Lafayette	208	19	Webster	138	9
Lamar	130	73	Wilkinson	140	1
Lauderdale	809	93	Winston	202	22
Lawrence	100	4	Yalobusha	147	13
Leake	175	20	Yazoo	313	31

Individuals Eligible for Assistance Under Aid to Families With Dependent Children, By County June 1987

County	Eligible for Money Payment and Medicaid Benefits		Eligible Only for Medicaid Benefits	
	Children	Adults	Children	Adults
STATE TOTAL	127 372	50 871	2 616	2 238
Adams	2 451	1 078	30	26
Alcorn	674	312	7	6
Amite	599	256	6	14
Attala	663	281	15	8
Benton	390	159	2	8
Bolivar, E	4 030	1 599	114	91
Bolivar, W	1 391	530	25	26
Calhoun	483	194	23	13
Carroll	429	171	15	15
Chickasaw, E	204	85	13	6
Chickasaw, W	252	108	8	4
Choctaw	345	140	7	7
Claiborne	1 060	368	8	10
Clarke	617	236	15	12
Clay	1 386	574	22	16
Coahoma	4 528	1 796	65	68
Copiah	1 580	689	28	38
Covington	818	319	29	16
DeSoto	1 188	476	21	29
Forrest	2 924	1 223	44	42
Franklin	479	208	9	11
George	441	194	15	10
Greene	507	208	7	15
Grenada	1 039	460	16	13
Hancock	823	379	17	16
Harrison	4 683	1 945	96	79
Hinds	13 169	5 315	230	231
Holmes	3 548	1 232	100	78
Humphreys	1 489	492	56	28
Issaquena	185	73	11	8
Itawamba	182	75	6	3
Jackson	3 928	1 732	55	38
Jasper	751	305	41	20
Jefferson	928	413	30	26
Jefferson Davis	888	326	27	36
Jones	1 840	714	30	23
Kemper	471	168	19	13
Lafayette	567	237	27	13
Lamar	664	323	24	19
Lauderdale	3 379	1 328	48	38
Lawrence	510	215	14	10
Leake	738	298	10	8

Individuals Eligible for Assistance Under Aid to Families With Dependent Children, By County June 1987

County	Eligible for Money Payment and Medicaid Benefits		Eligible Only for Medicaid Benefits	
	Children	Adults	Children	Adults
Lee	1 216	506	29	22
Leflore	3 535	1 317	71	57
Lincoln	1 172	492	22	18
Lowndes	2 441	986	39	30
Madison	3 354	1 248	27	35
Marion	1 283	516	4	6
Marshall	1 791	735	31	15
Monroe	1 348	524	31	28
Montgomery	832	324	28	23
Neshoba	785	297	5	7
Newton	556	214	10	6
Noxubee	1 512	576	51	35
Oktibbeha	1 740	735	22	13
Panola	1 918	766	59	45
Pearl River	1 493	697	70	45
Perry	501	210	3	8
Pike	2 426	1 032	16	30
Pontotoc	274	110	10	10
Prentiss	353	145	8	4
Quitman	1 371	518	32	30
Rankin	829	304	44	17
Scott	1 017	383	29	16
Sharkey	1 004	382	13	13
Simpson	658	302	11	10
Smith	317	130	0	1
Stone	426	186	11	10
Sunflower	3 096	1 107	97	75
Tallahatchie	1 671	640	22	29
Tate	983	404	34	29
Tippah	425	186	11	7
Tishomingo	204	91	10	6
Tunica	1 527	567	18	20
Union	311	130	6	2
Walthall	1 001	384	30	28
Warren	2 591	996	36	44
Washington	7 319	2 715	140	152
Wayne	1 438	578	22	29
Webster	462	180	7	13
Wilkinson	885	371	29	22
Winston	1 187	512	51	34
Yalobusha	523	226	7	7
Yazoo	2 376	915	35	16

Aid to Families with Dependent Children: Number of Money Payments, Recipients, Amount of Assistance, Minimum and Maximum Grant, by County June 1987

County	Number of Recipients Families	Children	Amount of Assistance	Minimum Grant	Maximum Grant
STATE TOTAL.....	59 119	127 372	$6 781 426.50	$ 10	$ 384
Adams.....	1 191	2 451	135 280.00	10	240
Alcorn.....	366	674	39 159.00	10	216
Amite.....	310	599	33 968.00	21	288
Attala.....	334	663	37 352.00	10	264
Benton.....	187	390	21 391.00	13	264
Bolivar, E.....	1 803	4 030	205 738.50	10	288
Bolivar, W.	640	1 391	74 517.00	10	288
Calhoun.....	239	483	26 536.00	20	216
Carroll.....	220	429	23 227.00	10	264
Chickasaw, E	104	204	10 964.00	16	240
Chickasaw, W.....	135	252	14 268.00	10	264
Choctaw.....	167	345	18 952.00	10	264
Claiborne	421	1 060	52 351.00	19	264
Clarke	299	617	33 363.00	15	264
Clay.....	665	1 386	75 615.00	10	336
Coahoma.....	2 017	4 528	238 999.00	10	312
Copiah.....	757	1 580	84 919.00	10	240
Covington	359	818	41 828.00	12	336
DeSoto	555	1 188	64 167.00	21	336
Forrest.....	1 430	2 924	161 299.00	10	264
Franklin.....	229	479	26 113.00	10	240
George	205	441	23 844.00	11	288
Greene.....	232	507	27 625.00	10	264
Grenada.....	533	1 039	59 519.00	10	240
Hancock.....	442	823	47 628.00	10	264
Harrison	2 274	4 683	255 678.00	10	312
Hinds.....	6 140	13 169	701 204.00	10	336
Holmes.....	1 512	3 548	179 085.00	10	336
Humphreys	609	1 489	73 146.00	10	336
Issaquena	91	185	10 044.00	22	264
Itawamba	100	182	10 303.00	16	192
Jackson	1 863	3 928	215 506.00	10	312
Jasper.....	372	751	40 709.00	10	216
Jefferson.....	424	928	48 943.00	18	264
Jefferson Davis	408	888	46 620.00	12	240
Jones	870	1 840	99 027.00	10	240
Kemper	218	471	24 586.00	12	240
Lafayette	287	567	31 635.00	10	216
Lamar.....	337	664	36 500.00	12	203
Lauderdale	1 555	3 379	180 454.00	10	240
Lawrence	236	510	27 249.00	20	264
Leake	349	738	39 778.00	10	288

Aid to Families with Dependent Children: Number of Money Payments, Recipients, Amount of Assistance, Minimum and Maximum Grant, by County June 1987

County	Number of Recipients Families	Children	Amount of Assistance	Minimum Grant	Maximum Grant
Lee	587	1 216	$ 65 672.00	$10	$240
Leflore	1 537	3 535	182 417.00	10	288
Lincoln	569	1 172	64 248.00	18	240
Lowndes	1 143	2 441	130 096.00	10	288
Madison	1 410	3 354	171 772.00	10	384
Marion	604	1 283	69 056.00	10	240
Marshall	874	1 791	99 918.00	17	312
Monroe	604	1 348	69 793.00	10	288
Montgomery	411	832	44 992.00	10	312
Neshoba	395	785	42 138.00	10	216
Newton	263	556	29 320.00	16	240
Noxubee	681	1 512	79 360.00	10	312
Oktibbeha	825	1 740	94 060.00	10	312
Panola	867	1 918	101 271.00	21	360
Pearl River	772	1 493	83 994.00	10	240
Perry	235	501	27 274.00	10	264
Pike	1 180	2 426	134 596.00	10	240
Pontotoc	133	274	13 834.00	33	288
Prentiss	178	353	19 381.00	10	216
Quitman	619	1 371	71 356.00	10	288
Rankin	385	829	43 037.00	20	264
Scott	441	1 017	51 013.00	17	264
Sharkey	450	1 004	52 616.00	10	240
Simpson	330	658	36 105.00	10	240
Smith	162	317	17 645.00	13	240
Stone	204	426	23 112.00	26	360
Sunflower	1 345	3 096	156 273.00	10	312
Tallahatchie	774	1 671	88 600.00	10	264
Tate	434	983	53 868.00	10	240
Tippah	234	425	24 610.00	10	216
Tishomingo	113	204	11 788.00	10	192
Tunica	663	1 527	77 439.00	10	288
Union	155	311	17 567.00	10	240
Walthall	502	1 001	54 552.00	10	264
Warren	1 125	2 591	133 982.00	10	336
Washington	3 133	7 319	374 415.00	10	360
Wayne	658	1 438	77 415.00	17	240
Webster	213	462	24 260.00	13	240
Wilkinson	475	885	50 192.00	10	192
Winston	582	1 187	66 018.00	10	264
Yalobusha	262	523	29 231.00	10	240
Yazoo	1 057	2 376	124 051.00	10	264

Food Stamp Participation
June 1987

	Households	Persons	Coupon Value
State Total	168 387	509 132	$ 23 678 951
Adams	3 245	9 253	458 834
Alcorn	2 234	5 324	247 117
Amite	818	2 853	122 067
Attala	1 666	4 813	201 932
Benton	761	2 466	107 619
Bolivar, E.	3 427	11 572	518 239
Bolivar, W.	1 071	4 081	175 017
Calhoun	1 042	2 660	107 615
Carroll	751	2 084	82 391
Chickasaw, E.	406	1 132	46 099
Chickasaw, W.	587	1 570	61 523
Choctaw	683	1 894	80 431
Claiborne	1 098	3 649	170 842
Clarke	1 022	2 734	115 395
Clay	1 561	4 683	217 698
Coahoma	3 816	13 048	619 940
Copiah	1 982	6 033	285 285
Covington	1 156	3 653	157 990
DeSoto	1 822	5 758	261 646
Forrest	4 258	11 659	592 773
Franklin	813	2 259	99 155
George	1 108	3 093	151 140
Greene	984	2 941	138 889
Grenada	1 361	3 952	174 743
Hancock	1 842	5 165	268 151
Harrison	6 230	18 711	993 265
Hinds	14 689	43 090	2 208 413
Holmes	3 758	11 659	553 104
Humphreys	1 166	4 460	183 405
Issaquena	226	773	28 204
Itawamba	689	1 464	59 371
Jackson	4 652	14 432	791 239
Jasper	1 304	4 069	169 169
Jefferson	982	3 194	146 399
Jefferson Davis	1 485	4 497	195 625
Jones	3 267	9 335	418 957
Kemper	838	2 638	107 716
Lafayette	993	2 746	120 932
Lamar	1 616	4 416	213 201
Lauderdale	4 477	12 797	622 775
Lawrence	900	2 584	116 714
Leake	1 776	4 707	208 434
Lee	2 203	5 717	$ 245 274
Leflore	3 452	11 767	529 669
Lincoln	2 082	6 052	282 233
Lowndes	2 806	8 606	407 758
Madison	3 661	12 251	593 273
Marion	1 836	5 772	283 574
Marshall	2 999	9 313	430 278
Monroe	2 013	5 838	259 208
Montgomery	1 276	3 397	140 788
Neshoba	1 583	4 392	184 045
Newton	1 193	3 264	133 727
Noxubee	1 528	5 113	217 731
Oktibbeha	2 167	6 482	307 735
Panola	2 298	7 975	346 774
Pearl River	2 432	6 883	351 429
Perry	1 050	2 921	132 836
Pike	2 897	8 750	448 793
Pontotoc	996	2 246	88 595
Prentiss	1 247	2 977	122 648
Quitman	1 385	4 769	199 044
Rankin	1 888	5 559	261 639
Scott	1 630	4 745	209 535
Sharkey	891	3 451	145 513
Simpson	1 354	3 791	166 850
Smith	785	2 254	85 556
Stone	716	2 171	104 486
Sunflower	3 000	11 316	453 739
Tallahatchie	1 683	6 224	258 503
Tate	1 274	3 881	162 071
Tippah	1 275	3 202	131 042
Tishomingo	1 121	2 541	112 748
Tunica	1 309	4 622	207 085
Union	1 135	2 938	120 616
Walthall	1 320	4 420	193 739
Warren	3 386	9 686	490 327
Washington	6 037	20 458	966 663
Wayne	2 014	5 982	280 269
Webster	791	2 092	87 625
Wilkinson	1 159	3 561	147 257
Winston	1 768	5 119	226 391
Yalobusha	1 193	3 311	143 336
Yazoo	2 992	9 422	419 095

FOSTER HOME CARE PAYMENTS BY COUNTY
July 1, 1986 - June 30, 1987

COUNTY	PAYMENTS	COUNTY	PAYMENTS
STATE TOTAL	$ 2,573,452.91		
Adams	22,914.16	Lee	51 748.96
Alcorn	24,497.67	Leflore	17,764.85
Amite	703.23	Lincoln	27,003.50
Attala	9,834.55	Lowndes	93,062.51
Benton,	9,540.00	Madison	21,523.16
Bolivar, E	33,719.14	Marion	7,627.27
Bolivar, W	25,927.45	Marshall	30,702.47
Calhoun	21,690.18	Monroe	53,760.66
Carroll	23,040.00	Montgomery	5,365.33
Chickasaw, E	14,647.42	Neshoba	66,623.85
Chickasaw, W	9,404.48	Newton	41,195.11
Choctaw	4,260.00	Noxubee	7,242.58
Claiborne	508.06	Oktibbeha	11,168.42
Clarke	2,214.19	Panola	25,310.05
Clay	22,598.70	Pearl River	49,754.18
Coahoma	42,897.91	Perry	7,019.99
Copiah	2,352.00	Pike	10,017.95
Covington	14,223.15	Pontotoc	12,565.26
DeSoto	41,650.42	Prentiss	12,963.28
Forrest	23,700.93	Quitman	8,455.30
Franklin	6,609.45	Rankin	10,532.14
George	6,700.97	Scott	35,946.32
Greene	12,801.34	Sharkey	2,008.33
Grenada	34,605.43	Simpson	18,598.42
Hancock	57,633.91	Smith	15,060.94
Harrison	169,030.55	Stone	13,662.23
Hinds	283,260.00	Sunflower	44,631.89
Holmes	6,933.36	Tallahatchie	12,750.86
Humphreys	7,669.36	Tate	7,816.81
Issaquena	1,367.10	Tippah	24,242.18
Itawamba	39,320.65	Tishomingo	17,512.73
Jackson	116,035.60	Tunica	7,450.00
Jasper	17,850.66	Union	80,234.74
Jefferson	5,820.00	Walthall	6,980.00
Jefferson Davis	6,422.56	Warren	118,718.95
Jones	81,763.62	Washington	182,276.00
Kemper	12,714.83	Wayne	2,978.35
Lafayette	11,526.74	Webster	1,680.00
Lamar	14,786.66	Wilkinson	1,842.65
Lauderdale	95,323.49	Winston	6,277.43
Lawrence	-0-	Yalobusha	18,682.40
Leake	8,916.84	Yazoo	24,286.45
		Adoption Unit	10,991.65

Social Service Cases Under Care

Primary and Secondary Service Recipients by County

June 1987

County	Service Recipients Primary	Secondary
STATE TOTAL	16 600	2 526
Adams	231	42
Alcorn	277	81
Amite	80	0
Attala	30	1
Benton	62	0
Bolivar, E	355	18
Bolivar, W	100	4
Calhoun	153	6
Carroll	68	0
Chickasaw, E	75	36
Chickasaw, W	114	0
Choctaw	135	73
Claiborne	68	2
Clarke	68	0
Clay	220	61
Coahoma	342	6
Copiah	79	1
Covington	84	4
DeSoto	231	9
Forrest	313	44
Franklin	58	3
George	33	0
Greene	54	2
Grenada	163	6
Hancock	362	49
Harrison	1 211	138
Hinds	1 863	773
Holmes	83	29
Humphreys	91	36
Issaquena	35	0
Itawamba	144	4
Jackson	1 437	88
Jasper	36	0
Jefferson	101	1
Jefferson Davis	101	2
Jones	305	15
Kemper	67	14
Lafayette	79	2
Lamar	43	4
Lauderdale	513	158
Lawrence	28	1
Leake	50	3
Lee	464	52
Leflore	142	74
Lincoln	147	12
Lowndes	342	4
Madison	183	14
Marion	196	19
Marshall	256	89
Monroe	330	32
Montgomery	54	3
Neshoba	230	88
Newton	100	1
Noxubee	73	28
Oktibbeha	164	20
Panola	130	9
Pearl River	229	1
Perry	51	1
Pike	113	29
Pontotoc	126	3
Prentiss	204	11
Quitman	93	1
Rankin	192	15
Scott	105	11
Sharkey	45	0
Simpson	127	8
Smith	43	5
Stone	47	1
Sunflower	144	3
Tallahatchie	133	45
Tate	43	0
Tippah	192	38
Tishomingo	145	39
Tunica	82	3
Union	161	6
Walthall	36	0
Warren	313	9
Washington	674	76
Wayne	68	3
Webster	72	32
Wilkinson	86	0
Winston	78	2
Yalobusha	93	1
Yazoo	146	21
Adoption Unit	6	1

TRAVEL AND OTHER EXPENSES IN CONNECTION WITH CONFERENCES
July 1, 1986 - June 30, 1987

Meeting Number	Name, Place and Date of Meeting	Total Meeting Expense	Number of Employees Attending
1	IV-A/IV-D Financial Management Atlanta GA July 15-17, 1986	$ 525.72	1
2	Error Reduction Conference (FNS) Atlanta GA July 28-30, 1986	2,249.83	4
3	Adoptive Placement of Children York PA August 6-10, 1986	439.27	1
4	Employment and Training Conference and Food Stamp Employment and Training Conference Washington DC September 16-19, 1986	1,540.28	2
5	USDA/FNS Technical Exchange Jacksonville FL September 17-19, 1986	868.87	3
6	The 402 (a) (28) Workshop Atlanta GA September 11-12, 1986	1,200.98	2
7	Food Stamp Error Rate Reduction System in Tennessee Memphis TN September 15-16, 1986	66.35	1
8	FNS Conference Washington DC September 23-25, 1986	298.09	1
9	APWA-ISM Conference Sacramento CA September 21-24, 1986	1,937.95	2
10	Child Welfare League of America - Southern Region Steering and Conference Committee Meeting New Orleans LA September 26, 1986	137.93	1
11	Networking for Change II Jackson MS September 25, 1986	25.00	1
12	FAMIS Users Meeting Charleston SC October 21-23, 1986	752.99	1
13	Child Abuse/Neglect State Liaison Officers Meeting Washington DC October 28-30, 1986	670.50	1
14	Adoption Exchange National Training Conference New Orleans LA November 5-7, 1986	479.20	1
15	Practical Legal Skills Jackson MS November 5-6, 1986	284.75	2
16	Federal Corrective Action Meeting Grand Rapids MI November 4-7, 1986	861.08	1

TRAVEL AND OTHER EXPENSES IN CONNECTION WITH CONFERENCES
July 1, 1986 - June 30, 1987

Meeting Number	Name, Place and Date of Meeting	Total Meeting Expense	Number of Employees Attending
17	National Child Advocacy Conference Chicago ILL November 13-15, 1986	$817.62	1
18	Regional Office FNS 209 Training Conference Atlanta GA December 2-3, 1986	524.39	1
19	Electronic Parent Locator Network Atlanta GA December 4, 1986	391.04	1
20	Children's Issues Conference Jackson MS December 5, 1986	102.40	5
21	National Conference on Elder Abuse: Strengthening Advocacy Resource and Services Washington DC January 20-21, 1987	586.35	1
22	Food Stamp Employment and Training Conference Atlanta GA January 27-30, 1987	455.32	1
23	Health Care Approaches to Adult Protective Services Hattiesburg MS February 20, 1987	45.00	1
24	Central Food Stamp Issuance Conference Nashville TN February 19-20, 1987	531.71	3
25	Perspectives in Aging Jackson MS February 27, 1987	22.40	1
26	Third National Symposium on Child Sexual Abuse Huntsville AL February 25-27, 1987	647.16	3
27	Child Support System Denver CO March 11-13, 1987	1,888.23	3
28	Governor's Forum: Making Cents for Kids: Putting Pieces Together Washington DC March 12-13, 1987	622.50	1
29	(FAMIS) Transfer Users Washington DC March 17-18, 1987	496.90	1
30	Joint Conference on Aging Biloxi MS March 18-20 ,1987	141.87	1
31	Child Support System Santa Fe NM March 19-20, 1987	390.23	1
32	Child Support System Waterbury VT March 17-19, 1987	2,622.07	3

TRAVEL AND OTHER EXPENSES IN CONNECTION WITH CONFERENCES
July 1, 1986 - June 30, 1987

Meeting Number	Name, Place and Date of Meeting	Total Meeting Expense	Number of Employees Attending
33	Meeting of Southeastern Commissioners Atlanta GA March 23-24, 1987	$286.29	1
34	Grantee Meeting; Adoption Washington DC; York PA April 1-7, 1987	522.71	1
35	Tennessee Department of Human Resources RMSS Nashville TN April 6-7, 1987	520.36	2
36	Electronic Parent Locator Network Meeting Atlanta GA April 9-10, 1987	282.07	1
37	Kentucky's Claims Operations and Collections Frankfurt KY April 12-17, 1987	855.00	1
38	Mississippi Conference on Child Abuse Jackson MS April 17, 1987	44.00	2
39	National Governor's Association Washington DC April 28-30, 1987	801.93	1
40	Child Abuse/Neglect State Liaison Officers Meeting Arlington VA May 5-7, 1987	577.59	1
41	Simulation to Determine CPU Size Gaithersburg, MD May 11-22, 1987	1,350.15	1
42	Medicaid Eligibility Conference Louisville KY May 20-22, 1987	598.84	1
43	JTPA Conference Biloxi MS May 20-22, 1987	252.68	1
44	APWA Meeting Washington DC May 31-June 3, 1987	1,505.31	2
45	National Council of State Human Service Administrators Washington DC June 1-2, 1987	488.70	1
46	Expanding Entrepreneurial Opportunities Washington DC June 17-19, 1987	898.90	1
47	Electronic Parent Locator Network (EPLN) Myrtle Beach SC June 24-26, 1987	1,430.50	2
48	Sample Reduction and Stratification Austin TX June 29, 1987	300.07	1

TRAVEL AND OTHER EXPENSES IN CONNECTION WITH CONFERENCES
JULY 1, 1986 - JUNE 30, 1987

Meeting No. 1
Clara Taylor

Meeting No. 2
Elizabeth Kirkland
Melanee Lane
Janice W. Herron
Thomas H. Brittain, Jr.

Meeting No. 3
Patricia Jones

Meeting No. 4
Carolyne Park
Jean Whyte

Meeting No. 5
Mildred Sims
Eric Peterson
Joe N. Brown

Meeting No. 6
Catherine Stephens
Roy J. Keeton

Meeting No. 7
Max Cole

Meeting No. 8
Loraine C. Hill

Meeting No. 9
Beth Kirkland
James A. Denson

Meeting No. 10
Rose D. Roberts

Meeting No. 11
Carmel Lopez-Lampton

Meeting No. 12
Elizabeth Kirkland

Meeting No. 13
Melzana Fuller

Meeting No. 14
Patricia P. Jones

Meeting No. 15
Arthur D. Rhodes
Richard B. Tubertini

Meeting No. 16
Frances Johnson

Meeting No. 17
Eileen Gault

Meeting No. 18
Willie C. Fortner

Meeting No. 19
Judith Michael

Meeting No. 20
Carmel Lopez-Lampton
Jerrell B. Hutson
Carolyn S. Townes
Rose Roberts
Jane Wilson

Meeting No. 21
Marva E. Hayes

Meeting No. 22
Carolyne Park

Meeting No. 23
Maxine Busby

Meeting No. 24
Lee Butler
Joy Herron
David Reilly

Meeting No. 25
Kathy Gibson

Meeting No. 26
Cynthia Hardy
Anna M. Foote
Angela Kirkley

Meeting No. 27
Susan Hales
James Denson
Judith Michael

Meeting No. 28
Rose Roberts

Meeting No. 29
Beth Kirkland

Meeting No. 30
Marva Hayes

Meeting No. 31
Roy Keeton

Meeting No. 32
Judith Michael
James Denson
Susan Hales

Meeting No. 33
Thomas H. Brittain, Jr.

Meeting No. 34
Patti Jones

Meeting No. 35
Peter Boulette
Vivian Charleston

Meeting No. 36
Judith Michael

Meeting No. 37
Betty Sanford

Meeting No. 38
Dot Roberts
Jane T. Wilson

Meeting No. 39
Thomas H. Brittain, Jr.

Meeting No. 40
Melzana Fuller

Meeting No. 41
Norman Jury

Meeting No. 42
Barbara Bewley

Meeting No. 43
Marion Sephton

Meeting No. 44
Thomas H. Brittain, Jr.
Max M. Cole

Meeting No. 45
Rose Roberts

Meeting No. 46
Marion Sephton

Meeting No. 47
Judith Michael
Clara Taylor

Meeting No. 48
John Christmas

HEADQUARTERS ADMINISTRATIVE STAFF
As of June 30, 1987

OFFICE OF COMMISSIONER	Thomas H. Brittain Jr., Ph.D, Commissioner
VOLUNTEER AND WORKFARE PROGRAMS	Marion Sephton, Ed.D, Executive Assistant
AUDIT SERVICES	Bennie Mims, Director
LEGAL SERVICES	Robert H. Jenkins, General Counsel Joe Ragland, Deputy General Counsel
Legal Investigations	Joe Gentile, Director
BUREAU OF INTERNAL AFFAIRS	Al Soneson, Bureau Director
Accounting and Finance	Tyrone Veal, Director
Budgets	David Reilly, Director
Data Services	James A. Denson, Director
MAVERICS	Elizabeth Kirkland, Project Director
Office Services	Lee Butler, Branch Director
Human Resources	Jerald Everett, Director
Planning	Alma V. Cox, Branch Director
BUREAU OF ECONOMIC ASSISTANCE	Max M. Cole, Bureau Director
Programs	Mary L. Ross, Deputy Bureau Director
Assistance Payments	Barbara Bewley, Director
WIN and Job Search Programs	Jean Whyte, Acting Director
Child Support	Judith Michael, Director
Food Assistance	Janis Stinson, Director
Quality Assurance	Patsy Killebrew, Director
BUREAU OF FAMILY AND CHILDREN'S SERVICES	Rose Roberts, Bureau Director
Placement/Prevention	, Director
Protection	Jane Wilson, Director

AREA DIRECTORS
As of June 30, 1987

ECONOMIC ASSISTANCE AREA DIRECTORS

AREA IA
Counties: Alcorn, Itawamba, Lee, Monroe, Pontotoc, Prentiss, Tippah, Tishomingo
Mattie Wilson, Director

AREA IB
Counties: Benton, DeSoto, Lafayette, Marshall, Panola, Tate, Tunica, Union
Shirley Ward, Director

AREA IIA
Counties: Calhoun, Carroll, Grenada, East Chickasaw, West Chickasaw, Leflore, Sunflower, Tallahatchie, Webster, Yalobusha
Helen Gordon, Director

AREA IIB
Counties: East Bolivar, West Bolivar, Coahoma, Quitman, Washington
Kenneth Dixon, Director

AREA IIIA
Counties: Hinds, Rankin, Warren
Claude Hartness, Director

AREA IIIB
Counties: Attala, Holmes, Humphreys, Issaquena, Madison, Montgomery, Sharkey, Yazoo
Charles Araujo, Director

ECONOMIC ASSISTANCE AREA DIRECTORS (Continued)

AREA IVA
Counties: Clarke, Jasper, Lauderdale, Leake, Newton, Scott, Smith
Charles Herron, Director

AREA IVB
Counties: Choctaw, Clay, Kemper, Lowndes, Neshoba, Noxubee, Oktibbeha, Winston
Pamela G. Simpson, Director

AREA VA
Counties: Amite, Franklin, Lincoln, Marion, Pike, Walthall, Wilkinson
Danny Iupe, Director

AREA VB
Counties: Adams, Claiborne, Copiah, Jefferson, Jefferson Davis, Lawrence, Simpson
Ruth Ann Tanner, Director

AREA VIA
Counties: Covington, Forrest, Greene, Jones, Lamar, Pearl River, Perry, Wayne
David Powers, Director

AREA VIB
Counties: George, Hancock, Harrison, Jackson, Stone
Mary E. Stanton, Director

SOCIAL SERVICES AREA DIRECTORS

AREA I
Counties: Alcorn, Benton, DeSoto, Itawamba, Lafayette, Lee, Marshall, Monroe, Panola, Pontotoc, Prentiss, Tate, Tippah, Tishomingo, Tunica, Union
Ronnie Crawford, Director

AREA II
Counties: East Bolivar, West Bolivar, Calhoun, Carroll, East Chickasaw, West Chickasaw, Clay, Coahoma, Grenada, Leflore, Montgomery, Quitman, Sunflower, Tallahatchie, Washington, Webster, Yalobusha
W. F. Watson, Director

AREA III
Counties: Attala, Hinds, Holmes, Humphreys, Issaquena, Madison, Rankin, Sharkey, Warren, Yazoo
, Director

AREA IV
Counties: Choctaw, Clarke, Jasper, Kemper, Lauderdale, Leake, Lowndes, Neshoba, Newton, Noxubee, Oktibbeha, Scott, Smith, Winston
Clayton R. Barnett, Director

AREA V
Counties: Adams, Amite, Claiborne, Copiah, Franklin, Jefferson, Jefferson Davis, Lawrence, Lincoln, Marion, Pike, Simpson, Walthall, Wilkinson
Walter F. Weathers, Director

AREA VI
Counties: Covington, Forrest, George, Greene, Hancock, Harrison, Jackson, Jones, Lamar, Pearl River, Perry, Stone, Wayne
, Director

DIRECTORS OF COUNTY WELFARE DEPARTMENTS
As of June 30, 1987

Adams	Edwina Blanchard
Alcorn	James C. Hughes
Amite	Edwina Hyer
Attala	Hope Ellis
Benton	Hope Stone
East Bolivar	Evelyn Wilkinson
West Bolivar	Gwen Costanzi
Calhoun	Tommy Bond
Carroll	George Turbeville
East Chickasaw	Frances Sue Howell
West Chickasaw	William Collums
Choctaw	William Ganann
Claiborne	Elizabeth Cade
Clarke	Annette Hutto
Clay	Martha Brand
Coahoma	Mary W. Herrington
Copiah	Dwight Brown
Covington	Carolyn Trigg
DeSoto	Kathy White
Forrest	Lynda Jackson
Franklin	Ella Ruth Oglesby
George	Sam Caruthers
Greene	Clara Dearman
Grenada	Robert Perry
Hancock	Wallace Bradley
Harrison	Patsye Hester
Hinds	Herbert Scott, Jr.
Holmes	Allie Tardy
Humphreys	Mary Warren
Issaquena	Delores Lawler
Itawamba	Kathryn McKee
Jackson	Alice Emanuel
Jasper	Bonnie Grantham
Jefferson	Delores Rankin
Jefferson Davis	Hector Brinson
Jones	Carol Conrad
Kemper	Cheryl Sparkman
Lafayette	Henry Grady Fuller
Lamar	Willie Louis Grimsley
Lauderdale	W. Clyde Walker, Jr.
Lawrence	Lloyd Huguley
Leake	Carol B. Poole
Lee	Jacquelene Webb
Leflore	Jane Bowles
Lincoln	Peggy Hedgepeth
Lowndes	Frances Johnson
Madison	Rachael Adams
Marion	Robert Earl Leggett
Marshall	
Monroe	Lurlene Adams
Montgomery	Cathy Sykes
Neshoba	Polly Cumberland
Newton	Mildred Pace
Noxubee	Beverly Beaird
Oktibbeha	Van A. Smith
Panola	Genell Clayton
Pearl River	Dale T. Adams
Perry	Howard B. Cochran
Pike	Lorraine Gayden
Pontotoc	John A. Tutor
Prentiss	Clarene Goddard
Quitman	Edgar Howard Shields
Rankin	Juanita Warren
Scott	W. Dale McCann
Sharkey	Lucy Boykin
Simpson	Jo Ann Coleman
Smith	Jacqueline Hord
Stone	Carolyn Diane Massey
Sunflower	Sonya Fox
Tallahatchie	Lillian Morgan
Tate	Virginia Lee Cox
Tippah	Joe Terry White
Tishomingo	Margaret Riley
Tunica	Pattye S. Tucker
Union	John Simpson
Walthall	Walter Smith
Warren	Lula Mae Jones
Washington	Carolyn Bridgers
Wayne	Charles W. Seeger
Webster	Brenda Ulmer
Wilkinson	Linda B. Moore
Winston	Robert Oakley
Yalobusha	Charles Gardiner
Yazoo	Thalia Blain